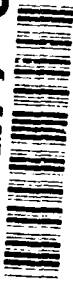
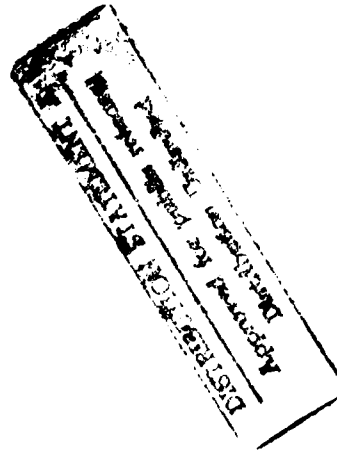


# DEPARTMENT OF THE AIR FORCE

AD-A277 388



FY 1995 BUDGET ESTIMATES  
SUBMITTED TO CONGRESS FEBRUARY 1994



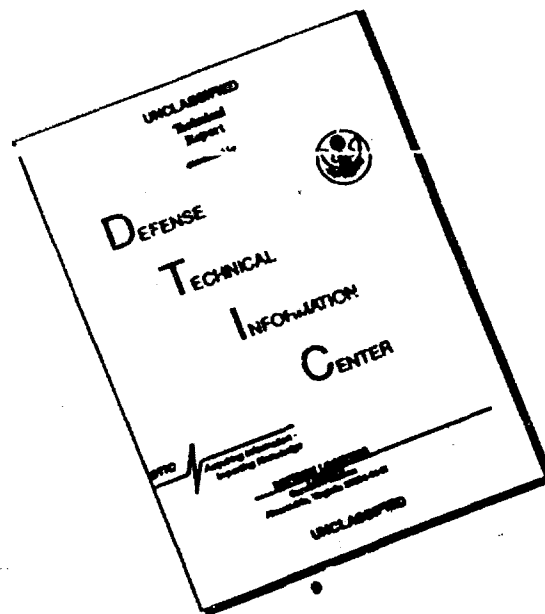
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Military Personnel, Air Force

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## MILITARY PERSONNEL, AIR FORCE

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## SECTION 1

# SUMMARY OF REQUIREMENTS BY BUDGET PROGRAMS

SECTION 1  
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM  
(In Thousands of Dollars)

	FY 1993 <u>Actual</u>	FY 1994 <u>Estimate</u>	FY 1995 <u>Estimate</u>
<u>Direct Program</u>			
Pay and Allowances of Officers	6,084,595	5,410,487	5,745,277
Pay and Allowances of Enlisted	10,314,214	8,868,953	9,744,758
Pay and Allowances of Cadets	36,493	36,038	35,793
Subsistence of Enlisted Personnel	745,351	729,134	685,005
Permanent Change of Station Travel	971,199	803,338	905,493
Other Military Personnel Programs	123,211	80,080	102,253
 TOTAL DIRECT PROGRAM	 18,275,063	 15,928,030	 17,218,579
<u>Reimbursable Program</u>			
Pay and Allowances of Officers	304,734	651,205	188,339
Pay and Allowances of Enlisted	775,381	1,405,903	445,196
Permanent Change of Station Travel	49,454	107,280	31,924
 TOTAL REIMBURSABLE PROGRAM	 1,129,569	 2,164,388	 665,459
<u>Total Program</u>			
Pay and Allowances of Officers	6,389,329	6,061,692	5,933,616
Pay and Allowances of Enlisted	11,089,595	10,274,856	10,189,954
Pay and Allowances of Cadets	36,493	36,038	35,793
Subsistence of Enlisted Personnel	745,351	729,134	685,005
Permanent Change of Station Travel	1,020,653	910,618	937,417
Other Military Personnel Programs	123,211	80,080	102,253
 TOTAL PROGRAM	 19,404,632	 18,092,418	 17,884,038

## SECTION 2

### INTRODUCTORY STATEMENT

## SECTION 2 INTRODUCTORY STATEMENT

The Military Personnel Appropriation, Air Force, provides financial resources to compensate active military personnel required to support the approved force structure. The Appropriation also includes funds for retired pay accrual, unemployment compensation and social security benefits for widows and orphans of military personnel. These entitlements were approved by Congress and enacted via Public Law.

The tables in Sections 1 through 5 contain budget data for Pay and Allowances of Officers, Enlisted and Cadets; Subsistence of Enlisted Personnel; Permanent Change of Station Travel (PCS); and Other Military Personnel costs. Retired pay accrual is reflected in Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation and social security benefits are under Other Military Personnel Costs. The budget activity structure and detailed justification demonstrate how the military personnel program is managed and controlled. It displays the inventory of officers, enlisted personnel and cadets with the associated workyears. This management overview encompasses a wide range of personnel actions that involve requirements dealing with grade structure, promotions, gains and losses, flight status, BAS, PCS travel and other related personnel issues and requirements.

The Air Force has planned a reduction of 44,300 in programmed end-strength from 444,351 to 400,051 between FY 1993 and FY 1995 in the FY 1995 President's Budget Request. Most of the reduction is attributable to force structure drawdown, Congressionally approved base closures, reduced infrastructure and overhead, and management improvements. This brings our military end-strength to its lowest level in more than 40 years.

The Air Force continues significant use of the authorized voluntary separation incentive (VSI), special separation benefit (SSB), and 15 year retirement programs which are reflected in the budget request in order to avoid involuntary separations and to shape the force while achieving force reductions. The budget includes total funding requirements for SSB and 15 year retirement in FY 1993 through FY 1995. For VSI, specific amounts are identified for initial payments as well as all annuity payments which are funded in the VSI Trust Fund. The 15 year retirement program requires the specified portion between the fifteenth year and the twentieth year be obligated in the fiscal year of retirement.

This budget reflects the latest Board of Actuaries approved economic assumptions for FY 1995.



#### FISCAL YEAR 1993

The Fiscal Year 1993 column, FY 1995 President's Budget Request reflects the total Congressional appropriation of \$19,404,632 (including \$53,000 for Hurricane Andrew) with an end-strength of 444,351 and 455,243 workyears.

#### FISCAL YEAR 1994

The Fiscal Year 1994 column, FY 1995 President's Budget Request reflects the following actions:

- (a) Fiscal Year 1994 End-Strength and Associated Workyears. The FY 1994 end-strength is 425,700 with 437,223 workyears.
- (b) Fiscal Year 1994 Funding Level. The FY 1994 estimate is \$18,092,418. This amount includes \$105,000 as an anticipated reprogramming from AF O&M customer accounts for the transfer of C-130s from the DBOF-T to Air Combat Command, effective 1 October 1993. This does not include funds for the proposed contingency operations supplemental. There is a Congressional reduction of \$80 million dollars in the Retired Pay Accrual subactivity. We reflect this requirement in our budget submission in anticipation of a Fiscal Year 1994 reprogramming action.
- (c) Retired Pay Accrual. The normal cost percentage for FY 1994 is 36 percent of basic pay. Current estimate indicates a reprogramming of \$80M from outside Air Force Military Personnel will be required.
- (d) Pay Raise. The pay raise for FY 1994 is 2.2 percent.
- (e) Inflation. The economic assumption for inflation for FY 1994 is 2.5 percent.

## FISCAL YEAR 1995

The Fiscal Year 1995 column, FY 1995 President's Budget Request reflects the following actions:

- (a) Fiscal Year 1995 End-Strength and Associated Workyears. The FY 1995 end-strength is projected to be 400,051 with 413,263 workyears.
- (b) Fiscal Year 1995 Funding Level. The FY 1995 budget estimate is \$17,884,038.
- (c) Retired Pay Accrual. The normal cost percentage for FY 1995 is 35.5 percent of basic pay.
- (d) Pay Raise. The pay raise for FY 1995 is 1.6 percent.
- (e) Inflation. The economic assumption for inflation for FY 1995 is 2.8 percent.

## SECTION 3

### SUMMARY TABLES

SECTION 3  
SUMMARY OF MILITARY PERSONNEL STRENGTHS

	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
	<u>Work</u> <u>Years</u>	<u>End</u> <u>Strengths</u>	<u>Work</u> <u>Years</u>	<u>End</u> <u>Strengths</u>	<u>Work</u> <u>Years</u>	<u>End</u> <u>Strengths</u>
<u>Direct Program</u>						
Officers	81,557	80,434	76,711	73,688	74,742	74,961
Enlisted	341,578	334,703	317,790	298,679	298,063	300,416
Cadets	4,140	4,152	4,079	4,100	4,011	4,000
Total Direct Program	427,275	419,289	398,580	376,467	376,816	379,377
<u>Reimbursable Program</u>						
Officers	4,618	3,639	6,082	7,188	5,651	2,779
Enlisted	23,350	21,423	32,561	42,045	30,796	17,895
Cadets	0	0	0	0	0	0
Total Reimbursable Program	27,968	25,062	38,643	49,233	36,447	20,674
<u>Total Program</u>						
Officers	86,175	84,073	82,793	80,876	80,393	77,740
Enlisted	364,928	356,126	350,351	340,724	328,859	318,311
Cadets	4,140	4,152	4,079	4,100	4,011	4,000
TOTAL PROGRAM	455,243	444,351	437,223	425,700	413,263	400,051

**MILITARY PERSONNEL, AIR FORCE  
END STRENGTH BY GRADE  
(TOTAL PROGRAM)**

	FY 1993		FY 1994		FY 1995	
	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED	TOTAL	REIMB INCLUDED
<u>COMMISSIONED OFFICERS</u>						
0-10 GENERAL	11	0	10	0	10	0
0-9 LT GENERAL	34	0	35	0	32	0
0-8 MAJOR GENERAL	101	0	97	0	93	0
0-7 BRIG GENERAL	151	13	144	26	138	6
0-6 COLONEL	4,351	182	4,266	360	4,138	105
0-5 LT COLONEL	11,181	483	10,873	955	10,680	290
0-4 MAJOR	16,758	727	16,292	1,437	15,985	413
0-3 CAPTAIN	37,181	1,618	34,557	3,193	32,008	1,286
0-2 1ST LIEUTENANT	7,270	616	8,340	1,217	8,350	679
0-1 2ND LIEUTENANT	7,035	0	6,262	0	6,306	0
TOTAL	84,073	3,639	80,876	7,188	77,740	2,779

ENLISTED PERSONNEL

E-9 CHIEF MASTER SERGEANT	3,613	159	3,407	311	3,183	148
E-8 SENIOR MASTER SERGEANT	7,284	373	6,814	732	6,366	312
E-7 MASTER SERGEANT	36,753	1,793	36,000	3,519	33,600	1,535
E-6 TECHNICAL SERGEANT	52,322	2,764	47,500	5,424	41,100	2,375
E-5 STAFF SERGEANT	81,592	5,504	80,000	10,800	76,200	4,711
E-4 SERGEANT	96,597	6,147	89,500	12,068	84,300	5,139
E-3 AIRMAN FIRST CLASS	45,958	4,683	43,340	9,191	35,668	3,675
E-2 AIRMAN	20,652	0	19,794	0	22,144	0
E-1 AIRMAN BASIC	11,355	0	14,369	0	15,750	0
TOTAL	356,126	21,423	340,724	42,045	318,311	17,895

CADETS

	4,152	0	4,100	0	4,000	0
TOTAL END STRENGTH	444,351	25,062	425,700	49,233	400,051	20,674

**MILITARY PERSONNEL, AIR FORCE  
AVERAGE STRENGTH BY GRADE  
(TOTAL PROGRAM)**

	FY 1993		FY 1994		FY 1995	
	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>	<u>TOTAL</u>	<u>REIMB INCLUDED</u>
<u>COMMISSIONED OFFICERS</u>						
0-10 GENERAL	11	0	11	0	11	0
0-9 LT GENERAL	34	0	34	0	34	0
0-8 MAJOR GENERAL	108	0	102	0	98	0
0-7 BRIG GENERAL	154	16	151	22	140	12
0-6 COLONEL	4,542	231	4,421	305	4,236	214
0-5 LT COLONEL	11,716	613	10,941	808	11,226	590
0-4 MAJOR	17,161	923	16,780	1,216	16,495	841
0-3 CAPTAIN	37,563	2,053	35,963	2,701	33,304	2,613
0-2 1ST LIEUTENANT	8,303	782	8,173	1,030	8,473	1,381
0-1 2ND LIEUTENANT	6,583	0	6,217	0	6,376	0
TOTAL	86,175	4,618	82,793	6,082	80,393	5,651

ENLISTED PERSONNEL

E-9 CHIEF MASTER SERGEANT	3,878	173	3,600	241	3,291	255
E-8 SENIOR MASTER SERGEANT	7,736	406	7,217	567	6,610	537
E-7 MASTER SERGEANT	37,560	1,954	36,637	2,725	34,986	2,642
E-6 TECHNICAL SERGEANT	53,881	3,012	50,900	4,200	44,310	4,087
E-5 STAFF SERGEANT	82,416	5,998	82,837	8,365	78,008	8,107
E-4 SERGEANT	99,938	6,703	92,884	9,345	83,829	8,844
E-3 AIRMAN FIRST CLASS	46,250	5,104	47,238	7,118	41,694	6,324
E-2 AIRMAN	20,911	0	17,723	0	21,320	0
E-1 AIRMAN BASIC	12,358	0	11,315	0	14,811	0
TOTAL	364,928	23,350	350,351	32,561	328,859	30,796

CADETS

CADETS	4,140	0	4,079	0	4,011	0
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TOTAL WORKYEARS

TOTAL WORKYEARS	455,243	27,968	437,223	38,643	413,263	36,447
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**MILITARY PERSONNEL, AIR FORCE**  
**ACTIVE DUTY STRENGTHS BY MONTHS**  
**(IN THOUSANDS)**

	FY 1993			FY 1994			FY 1995		
	<u>Off</u>	<u>Enl</u>	<u>Cadet</u>	<u>Off</u>	<u>Enl</u>	<u>Cadet</u>	<u>Off</u>	<u>Enl</u>	<u>Total</u>
September	90.4	375.7	4.3	84.1	356.1	4.2	80.9	340.7	4.1 425.7
October	89.6	372.5	4.2	82.5	354.1	4.1	80.3	336.2	4.1 420.6
November	89.2	370.0	4.2	82.4	352.5	4.1	80.3	334.1	4.1 418.5
December	88.5	366.5	4.2	82.2	351.4	4.1	80.2	332.2	4.0 416.4
January	85.3	362.9	4.2	81.5	350.5	4.1	79.9	330.4	4.0 414.3
February	84.4	362.1	4.2	81.4	343.6	4.0	79.9	329.4	4.0 413.3
March	84.3	361.8	4.1	81.4	349.3	4.0	79.9	328.2	4.0 412.1
April	84.2	361.3	4.1	81.4	348.2	4.0	79.9	327.3	3.9 411.1
May	84.1	360.5	4.1	81.4	347.0	4.0	80.9	326.3	2.9 410.1
June	85.0	359.7	3.2	82.5	345.7	2.9	80.1	325.4	4.2 409.7
July	84.6	358.2	4.3	82.3	344.1	4.2	78.9	319.9	4.1 402.9
August	84.2	357.4	4.2	82.0	343.2	4.1	78.5	319.3	4.0 401.8
September	84.1	356.1	4.2	80.9	340.7	4.1	77.7	318.3	4.0 400.0
Workyears	86.2	364.9	4.1	82.8	350.4	4.1	80.4	328.9	4.0 413.3

**MILITARY PERSONNEL  
GAINS AND LOSSES BY SOURCE AND TYPE**

	OFFICERS	
	FY 1993 <u>Actual</u> 90,376	FY 1994 <u>Projected</u> 84,073
<b>BEGINNING STRENGTH</b>		FY 1995 <u>Projected</u> 80,876
<b>GAINS (BY SOURCE):</b>		
SERVICE ACADEMIES	956	1,008
ROTC	2,258	1,731
HEALTH PROFESSIONS SCHOLARSHIPS	375	469
OFFICER TRAINING SCHOOL	368	655
OTHER*	803	1,012
GAIN ADJUSTMENTS	0	0
<b>TOTAL GAINS</b>	4,760	4,875
<b>LOSSES (BY TYPE):</b>		
VOLUNTARY SEPARATIONS	1,937	1,812
RETIREMENT	4,184	4,195
INVOLUNTARY SEPARATION	162	422
WITH PAY	110	380
WITHOUT PAY	52	42
VSI/SSB	2,869	140
15 YR RETIREMENT	40	1,138
REDUCTION IN FORCE	1,537	0
OTHER LOSSES**	320	365
LOSS ADJUSTMENT	14	0
<b>TOTAL LOSSES</b>	11,063	8,072
<b>TOTAL</b>	84,073	80,876
		77,740

\*Other gains include Reserve Recall, Direct Appointments, and Surgeon General Enlisted Commissioning.

\*\*Other losses includes deaths, pregnancies, and miscellaneous attrition.



**MILITARY PERSONNEL  
GAINS AND LOSSES BY SOURCE AND TYPE**

**ENLISTED**

<b>BEGINNING STRENGTH</b>	<b>FY 1993 Actual</b>	<b>FY 1994 Projected</b>	<b>FY 1995 Projected</b>
	<b>375,684</b>	<b>356,126</b>	<b>340,724</b>
<b>GAINS (BY SOURCE):</b>			
NON PRIOR SERVICE ENLISTMENTS	31,500	30,000	31,500
MALE	24,485	23,586	24,885
FEMALE	7,015	6,414	6,615
PRIOR SERVICE ENLISTMENTS	100	58	50
REENLISTMENTS	55,876	54,790	53,097
RESERVES	19	88	100
OFFICER CANDIDATE PROGRAMS	222	651	474
OTHER	196	250	250
GAIN ADJUSTMENTS	752	770	600
<b>TOTAL GAINS</b>	<b>88,665</b>	<b>86,607</b>	<b>86,071</b>
<b>LOSSES (BY TYPE):</b>			
ETS	14,398	15,222	12,396
PROGRAMMED EARLY RELEASE	0	0	0
VSI/SSB	9,255	562	10,985
15 YR RETIREMENT	15	4,031	5,644
TO COMMISSIONED OFFICER	459	616	574
REENLISTMENTS	55,876	54,790	53,097
RETIREMENT	12,091	11,394	10,447
ATTRITION	15,975	15,394	15,341
OTHER	0	0	0
LOSS ADJUSTMENT	154	0	0
<b>TOTAL LOSSES</b>	<b>108,223</b>	<b>102,009</b>	<b>108,484</b>
<b>TOTAL</b>	<b>356,126</b>	<b>340,724</b>	<b>318,311</b>

**MILITARY PERSONNEL  
GAINS AND LOSSES BY SOURCE AND TYPE**

**CADETS**

<b>BEGINNING STRENGTH</b>	<b>FY 1993</b>	<b>FY 1994</b>	<b>FY 1995</b>
	<u>Actual</u>	<u>Projected</u>	<u>Projected</u>
	4,255	4,152	4,100
<b>GAINS:</b>	1,199	1,368	1,339
<b>LOSSES:</b>	1,302	1,420	1,439
GRADUATES	967	1,023	1,031
ATTRITION	335	397	408
<b>TOTAL</b>	<b>4,152</b>	<b>4,100</b>	<b>4,000</b>

# SUMMARY OF ENTITLEMENTS BY SUBACTIVITY (In Thousands of Dollars)

	FY 93			FY 94			FY 95		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. Basic Pay	3,335,358	6,166,789	9,502,147	3,289,194	5,916,968	9,206,162	3,233,822	5,715,545	8,949,367
2. Retired Pay Accrual	1,214,070	2,244,711	3,458,781	1,184,110	2,130,108	3,314,218	1,148,007	2,029,018	3,177,025
3. Basic Allowance for Quarters	455,373	842,684	1,298,057	446,507	823,461	1,269,968	442,675	765,422	1,208,097
A. With Dependents	348,716	693,295	1,042,011	341,144	682,229	1,023,373	338,335	626,342	964,677
B. Without Dependents	106,315	140,599	246,914	105,039	132,916	237,955	104,023	130,697	234,720
C. Partial	321	7,119	7,440	302	6,654	6,956	295	6,847	7,142
D. Inadequate	21	1,671	1,692	22	1,662	1,684	22	1,536	1,558
4. Variable Housing Allowance	100,711	165,133	265,844	99,502	160,830	260,332	98,952	146,183	245,135
5. Basic Allowance for Subsistence	142,189	747,351	889,540	140,774	729,134	869,908	139,273	685,005	824,278
A. Auth to Mess Separately	142,189	597,242	739,431	140,774	585,410	726,184	139,273	550,052	689,325
B. Leave Rations	N/A	64,293	64,293	N/A	62,404	62,404	N/A	58,633	58,633
C. Rations-In-Kind Not Avail	N/A	85,547	85,547	N/A	81,095	81,095	N/A	76,169	76,169
D. Aug for Separate Meals	N/A	269	269	N/A	225	225	N/A	151	151
6. Incentive Pay, Hazardous Duty, and Aviation Career	228,860	23,145	252,005	207,590	22,491	230,081	186,554	21,810	208,364
A. Flying Duty Pay	228,095	18,211	246,306	206,847	17,557	224,404	185,827	16,876	202,703
1. Aviation Career, Officer	154,182	N/A	154,182	143,673	N/A	143,673	135,899	N/A	135,899
2. Crew Members, Enlisted	N/A	17,808	17,808	N/A	17,095	17,095	N/A	16,414	16,414
3. Noncrew Member	180	403	583	173	462	635	169	462	631
4. AWACS Weapons Controller	1,137	N/A	1,137	1,296	N/A	1,296	1,268	N/A	1,268
5. Crew Members, Nonrated	2,101	N/A	2,101	2,095	N/A	2,095	2,081	N/A	2,081
6. Aviator Continuation Pay	70,495	N/A	70,495	59,610	N/A	59,610	46,410	N/A	46,410
B. Parachute Jumping Pay	277	496	773	271	496	767	265	496	761
C. Demolition Pay	57	1,490	1,547	55	1,490	1,545	54	1,490	1,544
D. Other Pays	387	1,915	2,302	372	1,915	2,287	364	1,915	2,279
E. Toxic Fuels/Live Biological	44	1,033	1,077	45	1,033	1,078	44	1,033	1,077

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(In Thousands of Dollars)

	FY 93			FY 94			FY 95		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
7. Special Pays	156,256	80,557	236,813	172,399	81,908	254,307	169,206	79,653	248,859
A. Physicians	133,622	N/A	133,622	148,226	N/A	148,226	145,354	N/A	145,354
B. Dentists	13,370	N/A	13,370	13,233	N/A	13,233	13,088	N/A	13,088
C. Optometrists	242	N/A	242	245	N/A	245	245	N/A	245
D. Veterinarians	9	N/A	9	9	N/A	9	9	N/A	9
E. Sea and Foreign Duty, Total	N/A	5,334	5,334	N/A	4,573	4,573	N/A	4,197	4,197
1. Sea Duty	N/A	10	10	N/A	10	10	N/A	10	10
2. Duty at Certain Places	N/A	5,324	5,324	N/A	4,563	4,563	N/A	4,187	4,187
F. Diving Duty Pay/Hostile Fire	5,549	23,882	29,431	5,348	22,652	28,000	5,154	18,688	23,842
G. Selective Reenlistment Bonus	N/A	35,779	35,779	N/A	37,359	37,359	N/A	37,551	37,551
H. Special Duty Assignment Pay	N/A	11,051	11,051	N/A	12,471	12,471	N/A	14,541	14,541
I. Enlistment Bonus	N/A	1,192	1,192	N/A	1,356	1,356	N/A	1,221	1,221
J. Overseas Extension Pay	N/A	869	869	N/A	826	826	N/A	784	784
K. Nurses Bonus	2,471	N/A	2,471	4,047	N/A	4,047	4,173	N/A	4,173
L. Foreign Language Pro Pay	993	2,450	3,443	1,291	2,671	3,962	1,183	2,671	3,854
8. Allowances	100,964	506,492	607,456	95,450	458,587	554,037	91,450	427,482	518,932
A. Uniform or Clothing Allowances	1,701	120,163	121,864	1,738	105,627	107,365	1,776	104,478	106,254
1. Initial Issue	1,225	29,107	30,332	1,250	27,602	28,852	1,276	29,282	30,558
a. Military	952	26,278	27,230	975	24,790	25,765	1,000	26,507	27,507
b. Civilian	273	2,829	3,102	275	2,812	3,087	276	2,775	3,051
2. Additional	476	N/A	476	488	N/A	488	500	N/A	500
3. Basic Maintenance	N/A	11,559	11,559	N/A	13,263	13,263	N/A	13,783	13,783
4. Standard Maintenance	N/A	78,140	78,140	N/A	63,435	63,435	N/A	60,124	60,124
5. Supplemental	N/A	1,357	1,357	N/A	1,327	1,327	N/A	1,289	1,289

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(In Thousands of Dollars)

	FY 93			FY 94			FY 95		
	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
B. Station Allowance Overseas									
1. Cost-of-Living	96,792	372,344	469,136	91,541	339,596	431,137	87,574	310,146	397,720
2. Housing	59,739	236,824	296,563	56,823	212,216	269,039	54,423	198,493	252,916
3. Temporary Lodging	26,014	88,037	114,051	24,543	82,949	107,492	23,697	73,735	97,432
4. Moving-In Housing Allowance	9,635	40,483	50,118	8,899	37,835	46,734	8,222	32,193	40,415
	1,404	7,000	8,404	1,276	6,596	7,872	1,232	5,725	6,957
C. Family Separation Allowance									
1. On PCS, No Gov't Quarters	2,427	13,985	16,412	2,128	13,364	15,492	2,057	12,858	14,915
2. On PCS, Dependents Not Auth	556	3,196	3,752	538	3,006	3,544	546	2,915	3,461
3. On TDY	523	5,386	5,909	513	5,171	5,684	489	4,964	5,453
	1,348	5,403	6,751	1,077	5,187	6,264	1,022	4,979	6,001
D. General and Flag Off, Personal	44	N/A	44	43	N/A	43	43	N/A	43
9. Separation Payments									
A. Terminal Leave Payments	360,685	506,294	866,979	138,453	154,082	292,535	145,317	502,585	647,902
B. Severance Pay, Disability	52,830	42,230	95,060	45,315	35,226	80,541	33,284	42,169	75,453
C. Severance Pay, Non-Promotion/Unfitness	909	7,619	8,528	1,042	6,890	7,932	1,063	6,993	8,056
	4,562	N/A	4,562	18,154	N/A	18,154	26,982	N/A	26,982
D. Severance Pay, Invol Half (5%)	0	2,175	2,175	19	3,867	3,886	20	3,929	3,949
E. Severance Pay, Invol Full (10%)	31,730	4,197	35,927	1,583	12,373	13,956	1,058	3,143	4,201
F. Severance Pay, VSI	18,527	11,075	29,602	0	0	0	0	0	0
G. Severance Pay, SSB	65,069	232,391	297,460	4,283	23,144	27,427	13,794	274,444	288,238
H. VSI Trust Fund	185,100	206,300	391,400	0	0	0	0	0	0
I. 15 Year Retirement	1,958	307	2,265	68,057	72,582	140,639	69,116	171,907	241,023
10. Social Security Tax Payments	294,863	553,790	848,653	287,713	526,421	814,134	278,360	502,255	780,615
11. PCS Travel	339,885	680,768	1,020,653	289,041	621,578	910,619	264,732	672,685	937,417

# SUMMARY OF ENTITLEMENTS BY SUBACTIVITY (In Thousands of Dollars)

	FY 93			FY 94			FY 95		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
12. Other Mil Personnel Costs									
A. Apprehension of Deserters	797	122,414	123,211	885	79,195	80,080	1,677	100,576	102,253
B. Unemployment Benefits	N/A	98	98	N/A	100	100	N/A	100	100
C. Interest on USSDP (MIA)	N/A	110,681	110,681	N/A	68,640	68,640	N/A	84,063	84,063
D. Death Gratuities	116	184	300	116	184	300	116	184	300
E. Survivor Benefits	216	1,056	1,272	240	1,200	1,440	240	1,200	1,440
F. Adoption Program	N/A	9,930	9,930	N/A	8,500	8,500	N/A	9,000	9,000
G. Allow for Qtrs Surv Dep	309	427	736	336	464	800	336	464	800
H. All Vol Ed Ast Prog	156	38	194	160	40	200	160	40	200
	N/A	N/A	N/A	33	67	100	825	5,525	6,350
13. Cadets	36,493	N/A	36,493	36,038	N/A	36,038	35,793	N/A	35,793
Total All Military Personnel Appropriations Request	6,766,504	12,640,128	19,406,632	6,387,656	11,704,763	18,092,419	6,235,818	11,648,219	17,884,037
14. Less Reimbursables	314,624	814,945	1,129,569	672,661	1,491,727	2,164,388	194,724	470,735	665,459
(Retired Pay Accrual)	-61,214	-166,777	-227,991	-130,508	-299,975	-430,483	-37,091	-93,101	-130,192
(Other)	-253,410	-648,168	-901,578	-542,153	-1,191,752	-1,733,905	-157,633	-377,634	-535,267
15. Anticipated Reprogramming *				28,000	52,000	80,000			
TOTAL DIRECT MILITARY PERSONNEL APPROPRIATIONS REQUEST	6,451,880	11,825,183	18,277,063	5,742,995	10,265,036	16,008,031	6,041,094	11,177,484	17,218,578

\* Anticipated reprogramming resulting from Congressional mark against Retired Pay Accrual

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL, AIR FORCE**  
**FY 1994**  
(In Thousands of Dollars)

	FY 1994 COLUMN FY 94 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PAY INCREASE COSTS	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1994 COLUMN FY 1995 REQUEST
<b>PAY AND ALLOWANCES OF OFFICERS</b>								
Basic Pay	3,244,158	47,875	3,292,033	(2,839)	3,289,194			3,289,194
Retired Pay Accrual	1,167,897	(10,764)	1,157,133	54,977	1,212,110			1,212,110
Incentive Pay	213,419	(500)	212,919	(5,329)	207,590			207,590
Special Pay	158,741		158,741	13,701	172,442			172,442
Basic Allowance for Quarters	450,644	6,871	457,515	(11,008)	446,507			446,507
Variable Housing Allowance	101,306		101,306	(1,804)	99,502			99,502
Basic Allowance for Subsistence	139,424	2,185	141,609	(835)	140,774			140,774
Station Allowances Overseas	95,618		95,618	(4,077)	91,541			91,541
Uniform Allowances	1,747		1,747	(9)	1,738			1,738
Family Separation Allowances	2,156		2,156	(28)	2,128			2,128
Separation Payments	123,805	2,121	125,926	12,527	138,453			138,453
Social Security Tax-Employer's Contribution	288,593	3,609	292,202	(4,489)	287,713		(22,787)	287,713
Reimbursables	(628,418)		(628,418)		(628,418)			(651,205)
Total Obligations	5,987,508	51,397	6,038,905	50,787	6,089,692		0	6,089,692
Less Reimbursements	(628,418)	0	(628,418)	0	(628,418)		(22,787)	(651,205)
Anticipated Reprogramming *				(28,000)	(28,000)			(28,000)
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>5,359,090</b>	<b>51,397</b>	<b>5,410,487</b>	<b>22,787</b>	<b>5,433,274</b>		<b>(22,787)</b>	<b>5,410,487</b>

Anticipated reprogramming resulting from Congressional mark against Retired Pay Accrual

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS  
MILITARY PERSONNEL, AIR FORCE**

**FY 1994**  
(In Thousands of Dollars)

	FY 1994 COLUMN FY 94 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PAY INCREASE COSTS	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1994 COLUMN FY 1995 REQUEST
<b><u>PAY AND ALLOWANCES OF ENLISTED</u></b>								
Basic Pay	5,984,650	117,093	6,101,743	(184,775)	5,916,968			5,916,968
Retired Pay Accrual	2,154,475	(9,846)	2,144,629	37,479	2,182,108			2,182,108
Incentive Pay	23,262		23,262	(771)	22,491			22,491
Special Pay	29,901		29,901	821	30,722			30,722
Special Duty Assignment Pay	12,471		12,471	0	12,471			12,471
Reenlistment Bonus	37,360		37,360	(1)	37,359			37,359
Enlistment Bonus	1,356		1,356	0	1,356			1,356
Basic Allowance for Quarters	834,626	15,254	849,880	(26,419)	823,461			823,461
Station Allowances Overseas	325,371		325,371	14,225	339,596			339,596
Clothing Allowance	105,895		105,895	(268)	105,627			105,627
Family Separation Allowances	12,786		12,786	578	13,364			13,364
Separation Payments	179,591		179,591	(25,509)	154,082			154,082
Variable Housing Allowance	160,361		160,361	469	160,830			160,830
Social Security Tax-Employer's Contribution	526,226	10,223	536,449	(10,028)	526,421		351,199	526,421
Reimbursables	(1,757,102)		(1,757,102)		(1,757,102)			(1,405,903)
<b>Total Obligations</b>	<b>10,388,331</b>	<b>132,724</b>	<b>10,521,055</b>	<b>(194,199)</b>	<b>10,326,856</b>		<b>0</b>	<b>10,326,856</b>
Less Reimbursements	(1,757,102)	0	(1,757,102)	0	(1,757,102)		351,199	(1,405,903)
Anticipated Reprogramming *				(52,000)	(52,000)			(52,000)
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>8,631,229</b>	<b>132,724</b>	<b>8,763,953</b>	<b>(246,199)</b>	<b>8,517,754</b>		<b>351,199</b>	<b>8,868,953</b>
Anticipated reprogramming resulting from Congressional mark against Retired Pay Accrual								
<b><u>PAY AND ALLOWANCES OF CADETS</u></b>								
Academy Cadets	36,038		36,038		36,038			36,038
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>36,038</b>	<b>0</b>	<b>36,038</b>	<b>0</b>	<b>36,038</b>		<b>0</b>	<b>36,038</b>

Anticipated reprogramming resulting from Congressional mark against Retired Pay Accrual

**PAY AND ALLOWANCES OF CADETS** #

Academy Cadets 36,038

**TOTAL DIRECT OBLIGATIONS**

36,038 0 36,038



**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL, AIR FORCE**  
**FY 1994**  
**(In Thousands of Dollars)**

	FY 1994 COLUMN FY 94 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PAY INCREASE COSTS	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1994 COLUMN FY 1995 REQUEST
<b>SUBSISTENCE OF ENLISTED PERSONNEL</b>								
Basic Allowance for Subsistence	710,686	18,448	729,134		729,134			729,134
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>710,686</b>	<b>18,448</b>	<b>729,134</b>	<b>0</b>	<b>729,134</b>		<b>0</b>	<b>729,134</b>
<b>PERMANENT CHANGE OF STATION TRAVEL</b>								
Accession Travel	40,969		40,969	(1,193)	39,776			39,776
Training Travel	26,937	167	27,104	11,687	38,791			38,791
Operational Travel	164,971	(2,388)	162,583	(6,961)	155,622			155,622
Rotational Travel	492,693	(5,640)	487,053	(16,976)	470,077			470,077
Separation Travel	99,767		99,767	(5,196)	94,571			94,571
Travel of Organized Units	33,967	(599)	33,368	5,621	38,989			38,989
Nontemporary Storage	22,589	(230)	22,359	(315)	22,044			22,044
Temporary Lodging Expense	18,513	(478)	18,035	14,849	32,884			32,884
VS/SSB/15 Yr Retirement	16,214		16,214	1,650	17,864			17,864
Reimbursables	(104,113)		(104,113)		(104,113)		(3,167)	(107,280)
<b>Total Obligations</b>	<b>916,620</b>	<b>(9,168)</b>	<b>907,452</b>	<b>3,166</b>	<b>910,618</b>		<b>0</b>	<b>910,618</b>
<b>Less Reimbursements</b>	<b>(104,113)</b>	<b>0</b>	<b>(104,113)</b>	<b>0</b>	<b>(104,113)</b>		<b>(3,167)</b>	<b>(107,280)</b>
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>812,507</b>	<b>(9,168)</b>	<b>803,339</b>	<b>3,166</b>	<b>806,505</b>		<b>(3,167)</b>	<b>803,338</b>

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS**  
**MILITARY PERSONNEL, AIR FORCE**  
**FY 1994**  
(In Thousands of Dollars)

	FY 1994 COLUMN FY 94 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PAY INCREASE COSTS	OTHER PRICE/ PROGRAM CHANGES	REVISED FY 1994 COLUMN FY 1995 REQUEST
<b>OTHER MILITARY PERSONNEL COSTS</b>								
Apprehension of Military Deserters, Absentees and Escaped Military Prisoners	103		103	(3)	100			100
Death Gratuities	2,646		2,646	(1,206)	1,440			1,440
Interest on Uniform Svcs Savings	35		35	265	300			300
Unemployment Benefits	64,695		64,695	3,945	68,640			68,640
Survivor Benefits	11,600		11,600	(3,100)	8,500			8,500
Adoption	1,000		1,000	(200)	800			800
Education Assistance Prg	1		1	99	100			100
Allow for Qtrs to Surv Dep	0		0	200	200			200
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>80,080</b>	<b>0</b>	<b>80,080</b>	<b>0</b>	<b>80,080</b>		<b>0</b>	<b>80,080</b>
<b>TOTAL OBLIGATIONS</b>	<b>18,119,263</b>	<b>193,401</b>	<b>18,312,664</b>	<b>(140,246)</b>	<b>18,172,418</b>		<b>0</b>	<b>18,172,418</b>
<b>LESS REIMBURSEMENTS</b>	<b>(2,489,633)</b>	<b>0</b>	<b>(2,489,633)</b>	<b>0</b>	<b>(2,489,633)</b>		<b>325,245</b>	<b>(2,164,388)</b>
Anticipated Reprogramming *				(80,000)	(80,000)			(80,000)
<b>DIRECT OBLIGATIONS</b>	<b>15,629,630</b>	<b>193,401</b>	<b>15,823,031</b>	<b>(220,246)</b>	<b>15,602,785</b>		<b>325,245</b>	<b>15,928,030</b>

**MILITARY PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

**Total Military Personnel, Air Force Appropriation**

**FY 1994 Military Personnel, Air Force Direct Program Request**..... \$15,823,030

Anticipated Reprogramming resulting from Congressional Mark against Retired Pay Accrual..... 80,000  
-C-130 DBOF-T to ACC Transfer..... 105,000

**Increases:**

Reimbursables..... 1,498,929  
- Decrease in reimbursables is a increase in direct

Separation Pay..... 355,367

- 15 Year Retirement 97,975
- Increase in voluntary separations - SSB 254,616
- Increase in involuntary separations and disability -743
- Increase in lump sum terminal leave (LSTL) payments -7,091
- 1 Jan 95 1.6 percent pay raise 7,287
- Annualization of 1 Jan 94 2.2 percent pay raise 3,323

Permanent Change of Station (PCS)..... 26,799

- Inflation 14,197
- Program/Move Changes 7,325
- Industrial Rate Increase 3,675
- Temporary Lodging Expense 1,894
- 1 Jan 95 1.6 percent pay raise 1,321
- Nontemporary storage -1,613

Unemployment Compensation..... 15,423

Montgomery GI Bill.....		6,250	
Survivor Benefits.....		500	
Total Increases.....			2,088,268
<u>Decreases:</u>			
Clothing Allowance.....		-1,110	
- Increase in payments	2,238		
- Replacement/supplemental payments	-3,348		
Overseas Station Allowance.....		-33,417	
- Increase in rates	17,762		
- Decrease in workyears	-51,179		
Social Security.....		-33,750	
- 1 Jan 95 1.6 percent pay raise	8,796		
- Annualization of 1 Jan 94 2.2 percent pay raise	4,010		
- Wage Credit Reduction	-13,270		
- Decrease in workyears	-33,286		
Special Pay.....		-42,939	
- Increase in Special Duty Assignment Pay	2,070		
- Selective Reenlistment Bonus (SRB)	192		
- Enlistment Bonus	-135		
- Family Separation Allowance	-577		
- Special Pay	-7,575		
- Variable Housing Allowance	-15,197		
- Incentive Pay	-21,717		

Basic Allowance for Subsistence.....		-45,514
- 1 Jan 95 1.6 percent pay raise	9,834	
- Annualization of 1 Jan 94 2.2 percent pay raise	4,532	
- Rate increase for Cadets	234	
- Decrease in workyears	-60,114	
Basic Allowance for Quarters.....		-61,871
- 1 Jan 95 1.6 percent pay raise	14,325	
- Annualization of 1 Jan 94 2.2 percent pay raise	6,530	
- Decrease in workyears	-82,726	
Retired Pay Accrual.....		-217,193
- 1 Jan 95 1.6 percent pay raise	37,673	
- Annualization of 1 Jan 94 2.2 percent pay raise	17,172	
- Decrease in workyears	-192,038	
- Congressional reduction	-80,000	
Basic Pay.....		-256,925
- 1 Jan 95 1.6 percent pay raise	106,433	
- Annualization of 1 Jan 94 2.2 percent pay raise	48,372	
- Decrease in workyears	-411,730	
Total Decreases.....		-692,719
FY 1995 Military Personnel, Air Force Direct Program.....		\$17,218,579

## SECTION 4

### DETAIL OF MILITARY PERSONNEL ENTITLEMENTS

# PAY & ALLOWANCES OF OFFICERS

**MILITARY PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

**1. Pay and Allowances of Officers**

FY 1994 Military Personnel Air Force Appropriated .....	\$5,410,487
Plus Anticipated Reprogramming resulting from Congressional Mark against Retired Pay Accrual .....	28,000

**Increases:**

Reimbursements.....	462,866
- Decrease causes increase in direct program .....	462,866

Separation Pay.....	6,864
- Voluntary Separations (SSB) .....	9,412
- Involuntary Separations and Disability .....	8,325
- 1 Jan 95 1.6 percent pay raise .....	1,328
- 15 year retirement .....	1,059
- Annualization of 1 Jan 94 2.2 percent pay raise .....	606
- Decrease in lump sum terminal leave payments .....	(13,866)

Clothing Allowance.....	38
- Increase in payments .....	38

Total Increases.....	469,768
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Decreases:

Family Separation Allowance.....		(71)
- Decrease in workyears	(71)	
Variable Housing Allowance.....		(550)
- Increase in rates	2,620	
- Decrease in workyears	(3,170)	
Basic Allowance for Subsistence.....		(1,501)
- 1 Jan 95 1.6 percent pay raise	1,679	
- Annualization of 1 Jan 94 2.2 percent pay raise	765	
- Decrease in workyears	(3,945)	
Special Pay.....		(3,193)
- Decrease in payments	(3,193)	
Basic Allowance for Quarters.....		(3,832)
- 1 Jan 95 1.6 percent pay raise	5,249	
- Annualization of 1 Jan 94 2.2 percent pay raise	2,393	
- Decrease in workyears	(11,474)	
Overseas Station Allowance.....		(3,967)
- Increase in rates	11,758	
- Decrease in workyears	(15,725)	

Social Security (FICA).....		(9,353)
- 1 Jan 95 1.6 percent pay raise	2,840	
- Annualization of 1 Jan 94 2.2 percent pay raise	1,295	
- Wage Credit decrease	(4,513)	
- Decrease in workyears	(8,975)	
Incentive Pay.....		(21,036)
- Decrease in workyears	(21,036)	
Retired Pay Accrual.....		(64,103)
- 1 Jan 95 1.6 percent pay raise	13,613	
- Annualization of 1 Jan 94 2.2 percent pay raise	6,205	
- Decrease in DoD RPA rate	(2,581)	
- Congressional reduction	(28,000)	
- Decrease in workyears	(53,340)	
Basic Pay.....		(55,372)
- 1 Jan 95 1.6 percent pay raise	38,346	
- Annualization of 1 Jan 94 2.2 percent pay raise	17,479	
- Decrease in workyears	(111,197)	
Total Decreases.....		(162,978)
FY 1995 Direct Program.....		\$5,745,277

(Amount In Thousands)

**PROJECT: BASIC PAY - OFFICERS**

FY 1993 Actual	\$3,335,358
FY 1994 Estimate	\$3,289,194
FY 1995 Estimate	\$3,233,822

**PART I - PURPOSE AND SCOPE**

Funds provide basic compensation for officers on active duty according to grade and length of service under provisions of 37 U.S.C. 201, 203 and 205.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Air Force officer personnel program reflected in this budget submission includes losses through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB), and 15 Year Retirement. In addition to the VSI/SSB loss programs, the Air Force will offer eligible officers 15 Year Retirement to minimize additional loss requirements (such as Selective Early Retirement Boards and VSI/SSB), as directed by the FY 1993 Defense Authorization Act.

Officer accessions for FY 1994 and FY 1995 are programmed at the minimum level necessary to ensure an adequate number of entries into the officer ranks to sustain desired future experience levels.

Medical personnel strengths have been adjusted to meet programmatic requirements in order to comply with Congressional direction.

(Amount in Thousands)

BASIC PAY - OFFICERS

Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	11	107,197	1,179	11	108,202	1,190	11	108,202	1,190
Lt. General	34	96,180	3,270	34	98,679	3,355	34	100,404	3,414
Maj General	108	87,145	9,412	102	89,410	9,120	98	90,973	8,915
Brig General	154	76,882	11,840	151	78,908	11,915	140	80,287	11,240
Colonel	4,542	64,079	291,047	4,421	65,701	290,464	4,236	67,017	283,884
Lt. Colonel	11,716	52,225	611,868	10,941	53,308	583,243	11,226	54,254	609,055
Major	17,161	43,043	738,661	16,780	44,134	740,569	16,495	44,617	735,957
Captain	37,563	34,960	1,313,202	35,963	36,191	1,301,537	33,304	36,596	1,218,793
1st Lieutenant	8,303	27,091	224,937	8,173	27,371	223,703	8,473	27,472	232,770
2nd Lieutenant	6,583	19,739	129,942	6,217	19,961	124,098	6,376	20,170	128,604
TOTAL BASIC PAY	86,175		\$3,335,358	82,793		\$3,289,194	80,393		\$3,233,822

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 1993 Actual	\$1,214,070
FY 1994 Estimate	\$1,184,110
FY 1995 Estimate	\$1,148,007

**PART I - PURPOSE AND SCOPE**

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with P.L. 98-94, Section 925(a)(1), Title 10 USC, as amended.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 36.4 percent for FY 1993, 36 percent for FY 1994, and 35.5 percent for FY 1995.
- (b) The total amount of basic pay expected to be paid during the fiscal year to officer members of the armed forces.

The computation of fund requirements is shown in the following table:

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>
	86,175	14,088.42	\$1,214,070	82,793	14,302.05	\$1,184,110	80,393	14,279.94	\$1,148,007
Anticipated Reprogramming resulting from Congressional mark against RPA.						\$28,000			

(Amount in Thousands)

**PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS**

FY 1993 Actual	\$228,860
FY 1994 Estimate	\$207,590
FY 1995 Estimate	\$186,554

**PART I - PURPOSE AND SCOPE**

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain officer volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to officers under provisions of 37 U.S.C. 301 as follows:

- (1) **Aviation Career Incentive Pay (ACIP)** - Paid to regular and reserve officers who hold, or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from \$125 to \$650. Effective in FY 1990, the ACIP rates were modified for certain years of aviation service as a result of the Aviation Career Improvement Act of 1989.
- (2) **Aviation Continuation Pay (ACP)** - The ACP program is a financial incentive to complement non-monetary initiatives to improve pilot retention.
- (3) **Non-Crew Member** - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performances of hazardous duty required by orders. It is paid to non-rated crew members and non-crew members (e.g. gunnery instructors, aerial photo personnel, flight nurse), only when performing such duties, in fixed monthly amounts of \$110.
- (4) **Air Weapons Controller** - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties. As a result, the rates for this duty have been increased and range from \$125 to \$350 per month.
- (5) **Parachute Jumping** - Duties involving parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps, payable at \$110 per month. Members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$165.
- (6) **Experimental Stress** - An unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$110.

(7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$110.

(8) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$110.

## **PART II - JUSTIFICATION OF FUNDS REQUESTED**

Incentive duty pay is computed on the basis of the average number of officers in each category of aviation service/commission service who are eligible for payment. Other incentive duty pay is computed at the statutory rate per manyear. Workyear decreases reflect the projected force drawdown.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Flying Duty Crew

Yrs Svc Grade	Monthly Rate	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
		Workyears	Amount	Workyears	Rate	Workyears	Rate
2	125	1,745	2,618	1,807	1,500	1,852	1,500
2-3	156	1,510	2,827	1,161	1,872	826	1,872
3-4	188	1,943	4,383	1,882	2,256	1,680	2,256
4-6	206	3,602	8,904	3,443	2,472	3,188	2,472
6-18	650	12,681	98,912	11,866	7,800	11,277	7,800
18-20	585	2,533	17,782	2,122	7,020	2,018	7,020
20-22	495	1,986	11,797	2,110	5,940	2,014	5,940
22-24	385	1,114	5,147	925	4,620	884	4,620
24-25	385	264	1,220	278	4,620	273	4,620
*25 & over	250	186	558	152	3,000	145	3,000
*B/G under 25	200	14	34	14	2,400	14	2,400
Subtotal Flying Duty Crew		27,578	\$154,182	25,760		24,171	\$135,899
Flying Duty Non-Crew		136	\$180	131	1,320	128	1,320
Flying Duty Non-Rated		512	\$1,137	584	2,220	571	2,220
AWACS Wpns Contr		621	\$2,101	619	3,384	615	3,384
Aviation Continuation Pay			\$70,495				\$46,410
Subtotal Flying Duty Pay			\$228,095				\$185,827



(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

Other Incentive Duty Pay

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Parachute Jumping	112	1,320	148	109	1,320	144	106	1,320	140
Parachute HALO	65	1,980	129	64	1,980	127	63	1,980	125
Demolition Duty	43	1,320	57	42	1,320	55	41	1,320	54
Press Chmbr Observer	265	1,320	350	260	1,320	343	254	1,320	335
Accel/Decel Subject	27	1,320	36	21	1,320	28	21	1,320	28
Thermal Stress Subject	1	1,320	1	1	1,320	1	1	1,320	1
Toxic Fuel Handlers	31	1,320	41	32	1,320	42	31	1,320	41
L/Hazarj Bio Org	2	1,320	3	2	1,320	3	2	1,320	3
Subtotal Other Incentive Duty Pay			\$765			\$743			\$727
TOTAL INCENTIVE PAY			\$228,860			\$207,590			\$186,554

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 1993 Actual	\$156,300
FY 1994 Estimate	\$172,442
FY 1995 Estimate	\$169,249

PART I - PURPOSE AND SCOPE

Funds provide for:

(1) Special pay for Health Professionals on active duty as physicians, dentists, veterinarians, and optometrists under provisions of 37 U.S.C. 302, 302a, 302b, and 303; the FY 91 National Defense Authorization Act (P.L. 101-510); the Office of the Assistant Secretary of Defense (OASD), FY 1993 Multi-Year Special Pay (MSP) and Incentive Special Pay (ISP) - Action Memorandum, dated 1 Sep 92, and DOD Directive 1340.13, "Special Pay for Medical Corps Officers" and DOD Directive 6000.2, "Minimum Terms of Service and Active Duty Obligations for Health Services Officers."

- a. Medical Variable Special - A monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$12,000 except for 0-7s and above who receive \$7,000 per year and interns who receive \$1,200 per year.
- b. Medical Board Certified - A monthly payment which varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,500 to \$6,000 depending on years of service.
- c. Medical Additional Special - A lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year, officers receive \$15,000 per year.
- d. Medical Incentive Special - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year. Amount of pay is based on most critically-short wartime specialties and years of experience. ISP under this program was recently revised by the above mentioned OASD Guidance.
- e. Multi-Year Special Pay - A program authorized in FY 1991 by P.L. 101-510 (as amended by the above mentioned 1 Sep 92 OASD memorandum) to be used in conjunction with existing ISP authority to enhance physician force management. MSP program replaced the Medical Officer Retention Bonus.
- f. Dental Variable Special - A monthly pay authorized for all dentists based on years of creditable service. A total annual pay ranges from \$1,200 to \$6,000 except for 0-7s and above who receive \$1,000 per year.

- g. Dental Board Certified - A monthly payment which varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education training, and experience requirements. The total annual pay ranges from \$2,000 - \$4,000 depending upon years of service.
- h. Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for at least one year. Payments are \$6,000, \$8,000 or \$10,000.
- i. Dental Save Pay - 37 U.S.C. 302b, as amended a "Save Pay" provision which entitled dentists to an annual amount of special pay not less than the amount they were entitled to as of September 30, 1985 under the previous dental continuation pay and special pay.
- j. Nurse Anesthetist Incentive Pay - The FY 1990 Authorization Act authorizes an ISP up to \$6,000 to all Certified Registered Nurse Anesthetists.
- k. Nurse Accession Bonus - An accession bonus of up to \$5,000 has been authorized by the FY 1990 Authorization Act.
- l. Optometrists and Veterinarians - Receive a special pay amount of \$100 per month.
- (2) Personal money allowances for certain general officers under provisions of 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s, respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.
- (3) Pararescue Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. This duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.
- (4) Hostile Fire Duty. Paid to members who serve in designated areas subject to specific dangers. Paid at the rate of \$150 per month.
- (5) Foreign Language Proficiency Pay (Linguist). 37 U.S.C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has critical need for that language. The pay shall not exceed \$100 a month.

## PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable Special Pay is based on cost factors derived from statutory rates and the average number of physicians and dentists programmed per years of creditable service. Board Certified Pay and Incentive Special Pay (ISP) are based on the estimated number of physicians and dentists who qualify to receive these special pays multiplied by the statutory rates. The ISP and Multi-Year Special Pay (MSP) rates are based on the projected specialties needed. Additional Special Pay is estimated from the expected number of physicians who will agree to remain on active duty for at least one additional year, times the applicable rate. Beginning in FY 1991, IAW The National Defense Authorization Act, MSP was instituted as a force management tool. Eligible officers who signed up for MSP, which replaced Medical Officer Retention Bonus (MORB), are paid over a multi-year period. Special pay for dentists is based on longevity of programmed dentists times the applicable rates. Special pay for veterinarians and optometrists is computed by multiplying the statutory rates by the number people programmed in each specialty.

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay

	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
	Number Payments	Average Rate	Number Payments	Average Rate	Number Payments	Average Rate
<u>Physicians Pay</u>						
Variable Special	4,294	8,000	4,332	8,000	4,275	8,000
Board Certified Pay	2,346	3,500	2,597	3,500	2,501	3,500
Additional Special Pay	3,371	15,000	3,464	15,000	3,400	15,000
Incentive Special Pay	2,497	12,605	2,816	14,420	2,746	14,420
Medical Retention Bonus	90	9,434				
Multi-Year Special Pay	866	9,434	1,083	11,000	1,073	11,000
Subtotal Physicians Pay						
		\$133,622		\$148,226		\$145,354

Nurses Bonus

Nurses Accession Bonus	267	5,168	525	5,000	525	5,000
Incentive Special Pay	182	5,994	237	6,000	258	6,000
Subtotal Nurses Bonus		\$2,471		\$4,047		\$4,173

Dentist Pay

Dental Additional	1,004	7,205	1,057	7,200	1,050	7,200
Dental Variable Pay	1,331	3,648	1,199	3,650	1,187	3,650
Board Certif Dental	308	3,540	301	3,541	297	3,541
Dentist Save Pay	118	1,620	110	1,642	90	1,593
Subtotal Dentist Pay		\$13,370		\$13,233		\$13,088

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay (Continued)

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount
<u>Optometrists</u>	202	1,200	\$242	204	1,200	\$245	204	1,200	\$245
<u>Veterinarians</u>	7	1,320	\$9	7	1,285	\$9	7	1,285	\$9
Subtotal Medical Pay			\$149,714			\$165,760			\$162,869
<u>Personal Allowance - General Officer</u>									
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
Senior Member of Staff									
Committee - United Nations	1	2,700	3	1	2,700	3	1	2,700	3
General	9	2,200	20	9	2,200	20	9	2,200	20
Lt. General	34	500	17	32	500	16	32	500	16
Subtotal Personal Allowance*			\$44			\$43			\$43
<u>Hostile Fire</u>	3,035	1,800	\$5,463	2,919	1,800	\$5,254	2,811	1,800	\$5,060
<u>Diving Duty</u>	48	1,800	\$86	52	1,800	\$94	52	1,800	\$94
<u>Linguist</u>	919	1,080	\$993	1,195	1,080	\$1,291	1,095	1,080	\$1,183
TOTAL SPECIAL PAY			\$156,300			\$172,442			\$169,249

\*Special Pay Total includes General Officer Allowances.

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR QUARTERS - OFFICERS**

FY 1993 Actual	\$455,373
FY 1994 Estimate	\$446,507
FY 1995 Estimate	\$442,675

**PART I - PURPOSE AND SCOPE**

Funds provide payment of basic allowance for quarters authorized under provisions of 37 U.S.C. 403, to officers with or without dependents, partial payments to bachelors in government quarters and to officers occupying inadequate quarters under provisions of 10 U.S.C. 2830.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the with-dependent rate less the current experienced average rate charge for the fair rental value of the housing unit. (Pay raise adjustments: FY 1993-3.7 percent, FY 1994-2.2 percent, and 1.6 percent in FY 1995).

Dollar amounts associated with the above adjustments to BAQ program costs are summarized in the Schedule of Increases and Decreases.

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
General	61	10457.04	638	59	10,727.90	633	56	10,915.38	611
Colonel	2,793	9,423.36	26,319	2,735	9,667.45	26,440	2,640	9,936.39	25,968
Lt. Colonel	8,576	9,081.12	77,880	7,917	9,316.34	73,758	8,203	9,479.15	77,758
Major	11,484	8,005.68	91,937	11,098	8,213.05	91,148	10,873	8,356.58	90,861
Captain	19,579	6,723.45	131,638	18,674	6,897.61	128,806	17,348	7,018.15	121,751
1st Lieutenant	2,200	5,774.04	12,703	2,168	5,923.60	12,842	2,260	6,027.12	13,621
2nd Lieutenant	1,442	5,271.12	7,601	1,390	5,407.66	7,517	1,411	5,503.36	7,765
Subtotal with Dependents	46,135		\$348,716	44,041		\$341,144	42,791		\$338,335



(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Without Dependents - Full Allowance

<u>Grade</u>	<u>FY 1993 Actual</u>		<u>FY 1994 Estimate</u>		<u>FY 1995 Estimate</u>	
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Workyears</u>	<u>Statutory Rate</u>
General	2	8,491.56	2	8,711.51	2	8,863.75
Colonel	200	7,807.68	196	8,009.92	189	8,149.90
Lt. Colonel	879	7,510.68	811	7,705.23	840	7,839.88
Major	2,327	6,956.88	2,292	7,137.08	2,250	7,261.81
Captain	9,293	5,603.16	8,798	5,748.30	8,176	5,848.75
1st Lieutenant	3,745	4,440.84	3,733	4,555.87	3,889	4,635.49
2nd Lieutenant	3,534	3,747.48	3,450	3,844.55	3,501	3,911.74
Subtotal without Dependents	19,980	\$106,315	19,282	\$105,039	18,847	\$104,023

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Without Dependents - Partial Allowance

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Colonel	8	475.20	4	8	475.20	4	7	475.20	3
Lt. Colonel	34	396.00	13	31	396.00	12	32	396.00	13
Major	74	312.12	23	73	312.12	23	71	312.12	22
Captain	455	266.40	121	400	266.40	107	371	266.40	99
1st Lieutenant	241	212.40	51	241	212.40	51	247	212.40	52
2nd Lieutenant	685	158.40	109	660	158.40	105	670	158.40	106
Subtotal without Dependents (partial)	1,497		\$321	1,413		\$302	1,398		\$295

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - OFFICERS

Inadequate Family Housing

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Statutory Rate</u>	<u>Amount</u>
Major	1	5,949.48	6	1	6,103.59	6	1	6,210.25	6
Captain	3	5,069.52	15	3	5,200.83	16	3	5,291.72	16
1st Lieutenant	0	4,234.20	0	0	4,343.88	0	0	4,419.79	0
2nd Lieutenant	0	3,980.64	0	0	4,083.75	0	0	4,155.12	0
Subtotal Inadequate Family Housing	4		\$21	4		\$22	4		\$22
TOTAL BASIC ALLOWANCE FOR QUARTERS			\$455,373			\$446,507			\$442,675

(Amount in Thousands)

**PROJECT: VARIABLE HOUSING ALLOWANCE - OFFICERS**

FY 1993 Actual	\$100,711
FY 1994 Estimate	\$99,502
FY 1995 Estimate	\$98,952

**PART I - PURPOSE AND SCOPE**

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 U.S.C. Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the Continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the U.S. is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the U.S. which would qualify the member to receive a VHA if assigned to duty in that area.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Joint Federal Travel Regulation (JFTR), 1 January 1987, authorizes VHA to partially offset high cost housing in designated areas. VHA is authorized to assist members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) Government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in same grade throughout the Continental United States (CONUS), Alaska and Hawaii. VHA is computed by multiplying the number eligible by the percentage experienced during FY 1993. The rates are based on actual experience effective 1 January 1993 with a 2.5 percent cost growth in FY 1994 and a 2.8 percent in FY 1995.

(Amount In Thousands)

VARIABLE HOUSING ALLOWANCE - OFFICERS

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	64	3,011.88	193	61	3,086.76	188	58	3,170.92	184
Colonel	2,835	2,454.00	6,957	2,776	2,515.01	6,982	2,680	2,583.58	6,924
Lt. Colonel	8,903	2,197.20	19,562	8,301	2,251.83	18,692	8,540	2,313.22	19,755
Major	12,571	1,961.40	24,657	12,467	2,010.17	25,061	12,101	2,064.97	24,988
Captain	26,317	1,518.00	39,949	25,158	1,555.74	39,139	23,254	1,598.16	37,164
1st Lieutenant	5,629	897.36	5,051	5,573	919.67	5,125	5,782	944.74	5,463
2nd Lieutenant	4,761	912.00	4,342	4,617	934.67	4,315	4,660	960.16	4,474
TOTAL VARIABLE HOUSING ALLOWANCE	61,080		\$100,711	58,953		\$99,502	57,075		\$98,952

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS**

FY 1993 Actual	\$142,189
FY 1994 Estimate	\$140,774
FY 1995 Estimate	\$139,273

**PART I - PURPOSE AND SCOPE**

Funds provide monthly subsistence allowance as authorized by 37 U.S.C. 402.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. The rate increase in FY 1995 over FY 1994 is a direct result of the annualization of the 1 January 1994 pay raise and the 1.6 percent pay raise effective 1 January 1995. Workyears are reduced to reflect the drawdown in force structure.

Details of the computation are provided in the following table:

FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
Statutory		Amount	Statutory		Amount	Statutory		Amount
Workyears	Rate		Workyears	Rate		Workyears	Rate	
86,175	1,657.50	\$142,189	82,793	1,700.31	\$140,774	80,393	1,732.40	\$139,273

(Amount In Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS**

FY 1993 Actual	\$96,792
FY 1994 Estimate	\$91,541
FY 1995 Estimate	\$87,574

**PART I - PURPOSE AND SCOPE**

Funds provide payment of a per diem allowance to officers on duty outside the Continental United States. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under the provisions of 37 U.S.C. 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. The Cost of Living Allowance is based on:

(a) the most recent experience derived from the results of yearly surveys that determine the cost of goods and services by area, and (b) biweekly decisions by the DoD Per Diem, Travel and Transportation Allowance Committee for adjustments relative to the value of the dollar against foreign currency. The Overseas Housing Allowance (OHA) consists of the difference between the Basic Allowance for Quarters and the applicable housing costs in the overseas area where members are stationed. The Moving In Housing Allowance is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The Temporary Lodging Allowance covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. The numbers of personnel entitled to an overseas station allowance are based on authorized overseas strength and historical data adjusted for known changes of each type of allowance. Station allowance rates are based on FY 1993 actuals and increased for cost growth of 2.5 percent in FY 1994 and 2.8 percent in FY 1995.

The workyears for Cost of Living, Housing, Moving In and Temporary Lodging allowances are based on authorized overseas strengths for each fiscal year.

(Amount In Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

<u>Cost of Living</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>	<u>Workyears</u>	<u>Average</u>	<u>Rate</u>
<u>Grade</u>			<u>Amount</u>			<u>Amount</u>			<u>Amount</u>
General	54	6,988.63	377	59	7,172.05	423	59	7,382.03	436
Colonel	674	6,986.00	4,709	630	7,161.00	4,511	592	7,361.00	4,358
Lt. Colonel	1,583	6,409.00	10,145	1,475	6,569.00	9,689	1,376	6,753.00	9,292
Major	2,552	5,430.00	13,857	2,407	5,565.00	13,395	2,245	5,721.00	12,844
Captain	5,442	4,836.00	26,318	5,006	4,957.00	24,815	4,648	5,095.00	23,686
1st Lieutenant	919	3,876.00	3,562	769	3,973.00	3,055	712	4,084.00	2,908
2nd Lieutenant	236	3,269.00	771	279	3,350.00	935	261	3,444.00	899
Subtotal Cost of Living	11,460		\$59,739	10,625		\$56,823	9,803		\$54,423



## (Amount In Thousands)

## STATION ALLOWANCES, OVERSEAS - OFFICERS

<u>Housing Allowance</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
General	2	3,737.00	7	2	3,831.00	8	2	3,938.00	8
Colonel	174	8,887.00	1,546	163	9,109.00	1,485	153	9,364.00	1,433
Lt. Colonel	593	6,416.00	3,805	549	6,576.00	3,610	516	6,760.00	3,488
Major	1,017	5,493.00	5,586	954	5,631.00	5,372	896	5,788.00	5,186
Captain	2,474	5,073.37	12,552	2,263	5,200.00	11,768	2,125	5,345.00	11,358
1st Lieutenant	405	5,019.00	2,033	334	5,144.00	1,718	314	5,288.00	1,660
2nd Lieutenant	88	5,517.00	485	103	5,655.00	582	97	5,813.00	564
Subtotal Housing Allowance	4753		\$26,014	4368		\$24,543	4103		\$23,697
<u>Moving-In Housing Allowance</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>
Moving-In Housing Allowance	2,551	550.37	\$1,404	2,259	564.85	\$1,276	2,119	581.45	\$1,232
<u>Temporary Lodging Allowance</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>
Temporary Lodging Allowance	23,013	418.69	\$9,635	20,732	429.24	\$8,899	18,636	441.17	\$8,222
TOTAL STATION ALLOWANCE, OVERSEAS			\$96,792			\$91,541			\$87,574

(Amount In Thousands)

PROJECT: UNIFORM ALLOWANCES - OFFICERS

FY 1993 Actual	\$1,701
FY 1994 Estimate	\$1,738
FY 1995 Estimate	\$1,776

PART I - PURPOSE AND SCOPE

Funds provide an initial clothing allowance to officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of 37 U.S.C. 415 and 416. Congress in the FY 1988-1989 National Defense Authorization Act authorized the payment of Civilian Clothing Allowance for Air Force Officers. Officers assigned at locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting January 1, 1985 the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200, regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The number of payments for FY 1994 and FY 1995 are based on the number of accessions programmed. Civilian clothing allowance payments are paid to eligible officers based on historical data adjusted for known rate changes.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Statutory		Amount	Statutory		Amount	Statutory		Amount
	Payments	Rate		Payments	Rate		Payments	Rate	
Initial Allowances	4,760	200.00	952	4,875	200.00	975	5,000	200.00	1,000
Additional Allowances	4,760	100.00	476	4,875	100.00	488	5,000	100.00	500
Civilian Clothing	357	765.00	273	351	784.13	275	344	803.08	276
TOTAL UNIFORM ALLOWANCES			\$1,701			\$1,738			\$1,776

(Amount In Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 1993 Actual	\$2,427
FY 1994 Estimate	\$2,128
FY 1995 Estimate	\$2,057

**PART I - PURPOSE AND SCOPE**

Funds provide two types of family separation allowance (FSA I & II) payments, under the provision of 37 U.S.C. 427, to officers with dependents to compensate for added expenses incurred because of forced separation from dependents:

- (1) Members are entitled to FSA I when travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas.
- (2) FSA II, at a monthly rate of \$75.00, is payable when a member with dependents makes a permanent change of station, or member is on temporary duty away from permanent duty station continually for thirty days or more; either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

Details of the cost computation are provided in the following tables.

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - OFFICERS

PCS Overseas with Dependents not Authorized and Maintain two Homes

Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Colonel	8	7,807.68	62	8	8,009.92	64	8	8,149.90	65
Lt. Colonel	14	7,510.68	105	13	7,705.23	100	13	7,839.88	102
Major	22	6,956.88	153	20	7,137.08	143	20	7,261.81	145
Captain	39	5,603.16	219	37	5,748.30	213	37	5,848.75	216
1st Lieutenant	3	4,440.84	13	3	4,555.87	14	3	4,635.49	14
2nd Lieutenant	1	3,747.48	4	1	3,844.55	4	1	3,911.74	4
Subtotal	87		\$556	82		\$538	82		\$546

PCS CONUS or Overseas

with dependents not authorized

581	900.00	\$523	570	900.00	\$513	543	900.00	\$489
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TDY CONUS or Overseas

for more than 30 days

with dependents not

residing near TDY station

1,498	900.00	\$1,348	1,197	900.00	\$1,077	1,135	900.00	\$1,022
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TOTAL FAMILY SEPARATION ALLOWANCE

		\$2,427			\$2,128			\$2,057
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(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICER**

FY 1993 Actual	\$360,685
FY 1994 Estimate	\$138,453
FY 1995 Estimate	\$145,317

**PART I - PURPOSE AND SCOPE**

Funds provide:

- (1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.
- (2) Severance pay to officers who are involuntarily discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passover, under provisions of 10 U.S.C. 637(a); disability severance pay paid to a member separated from the service for a physical disability under provisions of 10 U.S.C. 1212; and severance pay paid to certain members who voluntarily separate under the Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) programs.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Lump sum terminal leave payments are determined by multiplying the projected number of eligibles for each applicable separation payment at rates based on past experience and adjusted for pay raises. For leave accumulated prior to September 1, 1976, and any portion thereof retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days.

Severance pays are determined by multiplying a member's basic pay rate for a specified number of months, times years of service, times a specific percent based on the separation criteria.

The FY 1992 Defense Authorization Act approved two voluntary separation programs to employ during the force drawdown. The programs apply to officer and enlisted members who have more than 6 and less than 20 years of service. The first is the Voluntary Separation Incentive (VSI) Program, and the second is the Special Separation Benefit Program (SSB). VSI is calculated as follows: annual basic pay X 2.5 percent X years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay X 15 percent X years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force shaping requirements during the drawdown.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving their drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. The Air Force offered early retirement to 40 officers in FY 1993, and will offer about 1,138 in FY 1994, and 1,356 in FY 1995. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent X the years of service X basic pay minus the reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund up front all early retirement payments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use VSI, SSB, and the early retirement programs terminate on 30 September 1999.

(Amount In Thousands)

SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	No.	Pymt	Average Days Rate Amount	No.	Pymt	Average Days Rate Amount	No.	Pymt	Average Days Rate Amount
General	184	42.9	4,711.02	108	43.0	4,832.33	36	47.3	5,043.50
Colonel	2,351	36.6	3,485.93	2562	38.8	3,575.69	2,275	36.5	3,731.95
Lt. Colonel	6,074	32.7	2,779.05	5314	34.6	2,850.61	2,523	32.8	2,975.18
Major	3,253	26.8	2,595.00	3742	29.1	2,661.82	2,606	26.9	2,778.14
Captain	6,217	29.7	2,842.56	3459	31.1	2,915.76	3,119	28.6	3,043.18
1st Lieutenant	446	18.9	1,562.64	222	21.0	1,602.88	177	19.4	1,672.92
2nd Lieutenant	95	8.6	806.98	98	11.2	827.76	90	9.6	863.93
Subtotal Lump Sum Terminal Leave			\$52,830			\$45,315			\$33,284
<u>Separation Pay</u>									
Fail Promotion/Unfit	90	50,685.00	4,562	350	51,868.00	18,154	510	52,905.00	26,982
Disability	24	37,872.00	909	25	41,668.00	1,042	25	42,501.00	1,063
Severance Pay, Non Disability	0	0.00	0	1	19,125.00	19	1	19,507.00	20
Invol-Half Pay 5%	1,202	26,398.00	31,730	29	54,601.00	1,583	19	55,693.00	1,058
Invol-Full Pay 10%	1,208	53,865.00	65,069	40	107,075.00	4,283	207	66,638.00	13,794
SSB	1,661	11,154.00	18,527			0			0
VSI *	40	185,100	1,958	100		0	244		0
VSI Trust Fund **	40		1,958	1,138		68,057	1,356		69,116
15 Year Retirement			\$307,855			\$93,138			\$112,033
Subtotal Separation Pay			\$360,685			\$138,453			\$145,317
TOTAL SEPARATION PAYMENTS									

\* VSI recipients prior to 1 January 1993 - Funded directly from the Military Personnel Appropriation.

\*\* FY 1993 amount represents the initial capitalization of VSI Trust Fund for recipients of VSI payments after 31 December 1992. Based on the Deputy Secretary's Decision, sufficient funds are available in the VSI Trust Fund to cover payments to VSI recipients through FY 1995.

(Amount in Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - OFFICERS

FY 1993 Actual	\$294,863
FY 1994 Estimate	\$287,713
FY 1995 Estimate	\$278,360

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101, and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. Effective 1 January 1990, the tax rate was 7.65 percent on \$51,300 taxable income. The taxable income ceilings are \$57,600 for FY 1993, \$60,600 for FY 1994, and \$61,800 for FY 1995. The FICA computations are based on base pay and the percentage rate set by law for a given calendar year. The increase in requirements is due to the increase in maximum wages taxed as a result of the 3.7 percent pay raise in FY 1993, 2.2 percent pay raise for FY 1994, and 1.6 percent pay raise in FY 1995.

Funding for FY 1993, FY 1994, and FY 1995 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits.

Details of the computations are shown below:

	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
	<u>Workyears</u>	<u>Average Rate</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Workyears</u>	<u>Average Rate</u>
Officers	86,175	2,948.58	82,793	2951.77	80,393	2979.69
Wage Credit						
		254,094	244,386	43,327	239,546	38,814
		40,769				
TOTAL SOCIAL SECURITY TAX		\$294,863		\$287,713		\$278,360



# PAY & ALLOWANCES OF ENLISTED

**MILITARY PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

**2. Pay and Allowances of Enlisted**

FY 1994 Military Air Force Appropriated.....	\$8,763,953
Plus Anticipated Reprogramming:	
--C-130 DBOF-T to ACC Transfer.....	105,000
--Resulting from Congressional mark against Retired Pay Accrual.....	52,000
FY 1994 Revised Direct Program.....	\$8,920,953

Increases:

Reimbursements .....	960,707
- Decrease in reimbursements causes increase	960,707
In direct program requirements	

Separations .....	348,503
- Voluntary separations (SSB)	245,204
- Early retirement payments	96,916
- Lump sum terminal payments	6,775
- 1 Jan 95 1.6 percent pay raise	5,959
- Annualization of 1 Jan 94 2.2 percent pay raise	2,717
- Increase in disability payments	100
- Decrease in involuntary separations	-9,168

Special Duty Assignment Pay .....	2,070
- Increase in workyears	2,070

Selective Reenlistment Bonus (SRB).....	192	
- Increase in number of payments	192	
Total Increases.....		1,311,472

Decreases:

Enlisted Bonus.....	-135
- Decrease in payments	-135
Family Separation Allowance .....	-506
- 1 Jan 95 1.6 percent pay raise	152
- Annualization of 1 Jan 94 2.2 percent pay raise	69
- Decrease in workyears	-727
Incentive Pay for Hazardous Duty .....	-681
- Decrease in workyears	-681
Clothing Allowance .....	-1,148
- Increase in initial issue clothing payments	2,200
- Decrease in replacement/supplemental item payments	-3,348
Special Pay .....	-4,382
- Decrease in workyears	-4,382
Variable Housing Allowance.....	-14,647
- Increase in rates	831
- Decrease in workyears	-15,478

Social Security (FICA) .....	-24,166
- 1 Jan 95 1.6 percent pay raise	5,956
- Annualization of 1 Jan 94 2.2 percent pay raise	2,715
- Decrease in Wage Credit amount	-8,757
- Decrease in workyears	-24,080
Overseas Station Allowance .....	-29,450
- Increase in rates	6,004
- Decrease in workyears	-35,454
Basic Allowance for Quarters .....	-58,039
- 1 Jan 95 1.6 percent pay raise	9,076
- Annualization of 1 Jan 94 2.2 percent pay raise	4,137
- Decrease in workyears	-71,252
Retired Pay Accrual .....	-153,090
- 1 Jan 95 1.6 percent pay raise	24,060
- Annualization of 1 Jan 94 2.2 percent pay raise	10,967
- Decrease DoD RPA rate	-35,887
- Congressional reduction	-52,000
- Decrease in workyears	-100,230
Basic Pay .....	-201,423
- 1 Jan 95 1.6 percent pay raise	67,773
- Annualization of 1 Jan 94 2.2 percent pay raise	30,893
- Decrease in workyears	-300,089
Total Decreases.....	-487,667

FY 1995 Military Personnel, Air Force Direct Program.....	\$9,744,758
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(Amount in Thousands)

**PROJECT: BASIC PAY - ENLISTED**

FY 1993 Actual	\$6,166,789
FY 1994 Estimate	\$5,916,968
FY 1995 Estimate	\$5,715,545

**PART I - PURPOSE AND SCOPE**

Funds provide basic pay compensation to enlisted personnel on active duty according to grade and length of service under provisions of 37 United States Codes 201, 203 and 205.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Air Force enlisted personnel program includes losses through Voluntary Separation Incentive (VSI), Special Separation Benefit (SSB) programs, and the Temporary Early Retirement Authority (TERA).

FY 1993 beginning strength was 375,684 with an ending strength of 356,126 resulting in the utilization of 364,928 workyears.

FY 1994 beginning strength was 356,126 with an anticipated ending strength of 340,724 using 350,351 workyears.

FY 1995 beginning strength will be 340,724 and ending with 318,311 using 328,859 workyears.

The Air Force will continue to use the VSI/SSB, and TERA programs to meet the programmed end-strengths for FY 1994 and FY 1995.

Funding requirements include annualized pay raises of 3.7 percent in FY 1993, 2.2 percent in FY 1994, and 1.6 percent in FY 1995.

(Amount in Thousands)

# **BASIC PAY - ENLISTED**

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	3,878	35,539	137,822	3,600	36,042	129,752	3,291	36,954	121,615
Senior Master Sergeant	7,736	29,057	224,782	7,217	29,681	214,207	6,610	30,163	199,374
Master Sergeant	3,560	24,453	918,463	36,637	24,864	910,946	34,986	25,576	894,806
Technical Sergeant	54,036	21,026	1,136,184	50,900	21,055	1,071,703	44,310	21,750	963,739
Staff Sergeant	82,416	17,610	1,451,349	82,837	17,538	1,452,833	78,008	18,175	1,417,804
Sergeant	99,783	14,266	1,423,503	92,884	13,805	1,282,292	83,829	14,671	1,229,896
Airman First Class	46,250	11,597	536,384	46,138	11,726	540,994	41,694	12,180	507,815
Airman	20,911	10,857	227,031	18,793	11,139	209,339	21,320	11,334	241,638
Airman Basic	12,358	9,004	111,270	11,345	9,247	104,902	14,811	9,375	138,858
<b>TOTAL BASIC PAY</b>	<b>364,928</b>		<b>\$6,166,789</b>	<b>350,351</b>		<b>\$5,916,968</b>	<b>328,859</b>		<b>\$5,715,545</b>

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 1993 Actual	\$2,244,711
FY 1994 Estimate	\$2,130,108
FY 1995 Estimate	\$2,029,018

**PART I - PURPOSE AND SCOPE**

Funds provide for the Department of Defense's contribution to the Military Retirement Fund, under provisions of 10 United States Code 1466. Retired pay accrual amounts are approved rates based on the latest economic assumptions, i.e., interest, salary and cost-of-living adjustments.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived using:

- (a) Accrual percentages of 36.4 for FY 1993, 36.0 for FY 1994, and 35.5 for FY 1995.
- (b) The total amount of basic pay expected to be paid during each fiscal year to enlisted members of the active Air Force.

The computation of fund requirements is shown in the following table:

FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
Average			Average			Average		
<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
364,928	6,151.11	\$2,244,711	350,351	6,079.93	\$2,130,108	328,859	6,169.87	\$2,029,018
Anticipated Reprogramming resulting from Congressional mark against RPA.						\$52,000		

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 1993 Actual	\$23,145
FY 1994 Estimate	\$22,491
FY 1995 Estimate	\$21,810

PART I - PURPOSE AND SCOPE

The purpose of Hazardous Duty Incentive Pay (HDIP) is to help the Air Force attract and retain enlisted volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to enlisted personnel under provisions of 37 United States Code 301 as follows:

- (1) Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay. Monthly HDIP rates for crew members range from \$110 to \$200.
- (2) Non-Crew Member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers". They are required to perform critical inflight duties (such as maintenance) that cannot be performed by an assigned crew member. Monthly HDIP rate for non-crew members is \$110.
- (3) Parachute Jumping - Incentive pay for hazardous duty is offered to attract and maintain enlisted personnel to parachute jumping from an aircraft in aerial flight. Members are entitled to a monthly rate of \$110 for regular parachute jumps and \$165 for high altitude-low opening (HALO) parachute jumps.
- (4) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Payable at a monthly rate of \$110.
- (5) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject. Payable at a monthly rate of \$110.



(6) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide. Payable at a monthly rate of \$110.

(7) Live/Hazardous Biological Organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms. Payable at a monthly rate of \$110.

## **PART II - JUSTIFICATION OF FUNDS REQUESTED**

Incentive duty pay is computed on the basis of the average number of enlisted in each pay grade who are eligible for payment. Average pay rates for flying duty crew members are those prescribed by law, based on average years of service by pay grade. All other hazardous duty pay is computed at the statutory rate per workyear.

The computation of fund requirements is provided in the following tables:

## (Amount in Thousands)

## INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Flying Duty Crew Members

Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	163	2,400	391	156	2,400	374	150	2,400	360
Senior Master Sergeant	355	2,400	852	341	2,400	818	327	2,400	785
Master Sergeant	1,620	2,400	3,888	1,555	2,400	3,732	1,493	2,400	3,583
Technical Sergeant	2,080	2,100	4,368	1,997	2,100	4,194	1,917	2,100	4,026
Staff Sergeant	2,457	1,800	4,423	2,359	1,800	4,246	2,265	1,800	4,077
Sergeant	2,049	1,500	3,074	1,967	1,500	2,951	1,888	1,500	2,832
Airman First Class	551	1,320	727	529	1,320	698	508	1,320	671
Airman	59	1,320	78	57	1,320	75	55	1,320	73
Airman Basic	5	1,320	7	5	1,320	7	5	1,320	7
Subtotal Flying Duty Crew	9,339		\$17,808	8,966		\$17,095	8,608		\$16,414
<u>Non-Crew Members</u>	305	1,320	\$403	350	1,320	\$462	350	1,320	\$462
Subtotal Flying Duty Pay	9,644		\$18,211	9,316		\$17,557	8,958		\$16,876
<u>Other Incentive Pay</u>									
Parachute Jumping (Reg/HALO)	891	1,857	1,655	891	1,857	1,655	891	1,857	1,655
Experimental Stress	573	1,320	756	573	1,320	756	573	1,320	756
Demolition Duty	1,129	1,320	1,490	1,129	1,320	1,490	1,129	1,320	1,490
Toxic Fuel Handlers	730	1,320	964	730	1,320	964	730	1,320	964
L/Hazard Bio Org	52	1,320	69	52	1,320	69	52	1,320	69
Subtotal Other Incentive Pay	3,375		\$4,934	3,375		\$4,934	3,375		4,934
TOTAL INCENTIVE PAY	13,019		\$23,145	12,691		\$22,491	12,333		\$21,810

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

FY 1993 Actual	\$32,535
FY 1994 Estimate	\$30,722
FY 1995 Estimate	\$26,340

**PART I - PURPOSE AND SCOPE**

Funds provide special pay to enlisted personnel for sea duty or duty outside the 48 contiguous states and the District of Columbia as designated by the Secretary of Defense under the provisions of 37 United States Code 305 and 305a; for duty subject to hostile fire under the provisions of 37 United States Code 310; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of 37 United States Code 314.

(1) Duty At Certain Places (Foreign Duty) - Payment to certain enlisted personnel for purposes of morale and in recognition of the greater than normal hardship experienced at designated locations outside the 48 contiguous states and the District of Columbia. Payment is based on grade with rates ranging from \$8 to \$22.50 per month.

(2) Overseas Duty Extension Pay - Purpose is to induce enlisted personnel in certain specified "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced in that there are many more positions overseas than in the United States. This results in members being reassigned overseas after less than two years in the United States. This is a career irritant that has resulted in many voluntary separations from the service. A financial incentive for extending tours of duty overseas helps alleviate these problems as well as conserve permanent change of station (PCS) funds. Members agreeing to extend are entitled to a rate prescribed by the Secretary of Defense not to exceed \$80 per month.

(3) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of 37 United States Code 304. The maximum special pay for diving duty is \$300 per month; however, the Air Force enlisted members assigned to diving duty are entitled to receive special pay at monthly rates of \$150 for Pararescue and \$110 for SCUBA (self contained underwater breathing apparatus) divers. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness, diving accidents/injuries; infiltrate and exfiltrate for land rescue in combat environment and; deploy to sea via parachute, helicopter, surface or subsurface vessel. SCUBA divers conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from surface vessel, parachute or helicopter drop.

(4) Hostile Fire Pay - Paid to members who serve in designated areas subject to hostile fire or imminent danger. The monthly rate payable is \$150.

(5) Foreign Language Proficiency Pay - Authorized in 37 United States Code 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense and who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The pay, ranging between \$75 and \$100 a month, is based on proficiency skill levels.

## **PART II - JUSTIFICATION OF FUNDS REQUESTED**

Amounts are computed by applying statutory rates to the average numbers of personnel programmed to be eligible. These areas are sensitive to initiatives in support of the national defense mission. Included are continuing efforts such as Restore Hope, Provide Promise, Provide Comfort and Deny Flight.

Details of the computation are shown in the following tables.

(Amount in Thousands)

SPECIAL PAY - ENLISTED

Duty at Certain Places (Foreign Duty)

Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	171	270	46	241	270	65	221	270	60
Senior Master Sergeant	511	270	138	522	270	141	479	270	129
Master Sergeant	2,448	270	661	2,399	270	648	2,201	270	594
Technical Sergeant	4,071	240	977	3,713	240	891	3,407	240	818
Staff Sergeant	7,523	192	1,444	6,337	192	1,217	5,815	192	1,116
Sergeant	9,697	156	1,513	7,567	156	1,180	6,944	156	1,083
Airman First Class	3,732	108	403	2,871	108	310	2,635	108	285
Airman	1,307	96	125	1,023	96	98	939	96	90
Airman Basic	175	96	17	139	96	13	128	96	12
Subtotal Duty at Certain Place	29,635		\$5,324	24,812		\$4,563	22,769		\$4,187
<u>Diving Duty-SCUBA</u>	10	1,320	\$13	11	1,320	\$15	11	1,320	\$15
<u>Diving Duty-Pararescue</u>	583	1,800	\$1,049	576	1,800	\$1,037	564	1,800	\$1,015
<u>Overseas Extension</u>	905	960	\$869	860	960	\$826	817	960	\$784
<u>Sea Duty</u>	4	2,460	\$10	4	2,460	\$10	4	2,460	\$10
<u>Hostile Fire</u>	12,678	1,800	\$22,820	12,000	1,800	\$21,600	9,810	1,800	\$17,658
<u>Foreign Lang Pro Pay</u>	2,402	1,020	\$2,450	2,473	1,080	\$2,671	2,473	1,080	\$2,671
TOTAL SPECIAL PAY	46,217		\$32,535	40,736		\$30,722	36,448		\$26,340

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 1993 Actual	\$11,051
FY 1994 Estimate	\$12,471
FY 1995 Estimate	\$14,541

PART I - PURPOSE AND SCOPE

Special duty assignment pay is authorized by United States Code 307 as an incentive to induce enlisted members to qualify for and serve in duties which are extremely difficult, or duties which involve an unusual degree of responsibility. As of FY 1994, the Air Force has designated 18 specific duties. Effective 1 April 1994, flying crew chief skill are designated a special duty with first payments in FY 1994. Payment is based on skill levels with monthly rates ranging from \$55 to \$275.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Special duty assignment pay is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel, tactical air command and control personnel, parachuting instructors, defense couriers, members of two joint operational commands, members of two special governmental agencies, flying crew chiefs, and a classified Air Force project. Some of the categories include more than one skill. The duties are demanding, arduous and require extraordinary effort for satisfactory performance. The Air Force conducts reviews of the duties, requiring periodic rejustification, with changes as may be indicated by the review. This program is dynamic, in that duties may be added or deleted throughout the year.

	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>	<u>Workyears</u>	<u>Amount</u>
SD-5 (\$275)	2,158	7,123	2,557	8,438	2,776	9,161
SD-4 (\$220)	268	707	188	496	385	1,016
SD-3 (\$165)	1,259	2,493	1,442	2,855	1,689	3,344
SD-2 (\$110)	461	608	423	558	661	873
SD-1 (\$55)	182	120	188	124	223	147
TOTAL SPECIAL DUTY ASSIGNMENT PAY	4,328	\$11,051	4,798	\$12,471	5,734	\$14,541

(Amount in Thousands)

**PROJECT: SELECTIVE REENLISTMENT BONUS**

FY 1993 Actual	\$35,779
FY 1994 Estimate	\$37,359
FY 1995 Estimate	\$37,551

**PART I - PURPOSE AND SCOPE**

A Selective Reenlistment Bonus (SRB) is authorized by United States Code 308 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level. It is available for application to problem reenlistment points from 21 months to 14 years of active service. The bonus amount is the product of up to 10 months of basic pay to which the member was entitled at the time of discharge or release, times the number of years of additional obligated service, not to exceed six years of service, and not to exceed a total amount of \$45,000. The Air Force has chosen to place a ceiling of \$30,000 on the bonus and has capped the base pay multiple at 3.5 percent. The FY 1988 DoD Authorization Act changed the SRB pay methodology. The Air Force pays SRBs under the installment program paying 50 percent up front and the remainder in equal annual payments. Accelerated payments are installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Selective reenlistment bonus requirements are based on retention trends, current and projected manning levels, and year group shortages in critical skills. Bonuses are successful in both attracting reenlistments of members currently serving in the designated skills, and in attracting members serving in other skills to reenlist for service in the designated skills. To ensure the most prudent and effective expenditure of funds, the Air Force performs a top-to-bottom review of all skills twice each year.

While the overall force is drawing down, the need for bonuses is not directly tied to the overall strength levels, but rather to needs in specific skills. Thus, no matter how large or rapid the drawdown, there will always be some specific skills with insufficient retention and a need for the bonus. We will also experience small year groups entering the reenlistment window in FYs 1994-1995, and will need to continue bonuses that might otherwise be reduced/eliminated in order to attain necessary reenlistments to sustain the force.

The Air Force has and will continue to focus management initiatives to balance overage and shortage skills. For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retraining NCOs from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. The following actions are aimed at reducing overage skills; voluntarily and involuntary retraining out of overage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands)

SELECTIVE REENLISTMENT BONUS (SRB)

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>
Initial Payments	3,462	4,849	16,787	3,862	4,972	19,202	3,665	5,165	18,930
Anniversary Payments	26,642	711	18,942	21,550	824	17,757	19,060	956	18,221
Accelerated Payments	18	2,778	50	1,250	320	400	1,250	320	400
TOTAL	30,122		\$35,779	26,662		\$37,359	23,975		\$37,551



REENLISTMENT BONUS OUTYEAR IMPACT  
MILITARY PERSONNEL, AIR FORCE  
(\$ Thousands)

	FY 1993		FY 1994		FY 1995		FY 1996		FY 1997		FY 1998		FY 1999	
	Number	And	Number	And	Number	And	Number	And	Number	And	Number	And	Number	And
<b>Outyear Impact</b>														
Prior Yr	26,642	18,942	18,111	13,687	11,848	9,541	6,028	5,241	2,641	2,374				
Accel Payments	18	50	1,250	400	1,250	400								
Prior Yr	3,462	16,787	3,439	4,070	3,377	4,029	3,279	3,987	2,341	2,441	1,559	2,258		
(FY 93)														
Current Yr			3,862	19,202	3,835	4,651	3,767	4,608	3,658	4,560	2,612	2,792	1,739	2,583
(FY 94)														
Budget Yr					3,665	18,930	3,438	4,267	3,377	4,221	3,278	4,178	2,341	2,557
(FY 95)														
Annual Payments	26,660	18,992	22,800	18,157	20,310	18,621	16,512	18,103	12,017	13,596	7,449	9,228	4,080	5,140
TOTAL SRB	30,122	\$35,779	26,662	\$37,359	23,975	\$37,551	16,512	\$18,103	12,017	\$13,596	7,449	\$9,228	4,080	\$5,140

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 1993 Actual \$1,192  
FY 1994 Estimate \$1,356  
FY 1995 Estimate \$1,221

PART I - PURPOSE AND SCOPE

An enlistment bonus is authorized by 37 United States Code 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills which are characterized by an inadequate number of enlistments to meet accession objectives. The maximum bonus authorized by law is \$12,000; however, the Air Force currently pays a maximum of \$4,000 and requires recipients to enlist for a six year term. The Air Force previously paid the bonus for only two specific skills; however, two additional skills were added 1 April 1993 with first payments in FY 1994.

PART II - JUSTIFICATION OF FUNDS REQUESTED

An enlistment bonus is currently paid to crypto-linguists, and explosive ordnance disposal personnel. It is paid upon completion of technical training, and therefore not only helps to attract enlistments, but also reduces training attrition. Funds are requested based on the number of enlistees required and programmed to enter the designated specialties. The FY 1994 estimate includes the addition of two skills, pararescue/recovery and combat controllers.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Payments</u>	<u>Average Rate</u>	<u>Amount</u>
New Payments	0	1,000	0	0	1,000	0	0	1,000	0
Residual:									
	32	1,000	32	51	1,000	51	21	1,000	21
	0	3,000	0	115	3,000	345	128	3,000	384
	290	4,000	1,160	240	4,000	960	204	4,000	816
TOTAL	322		\$1,192	406		\$1,356	353		\$1,221

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR QUARTERS - ENLISTED**

FY 1993 Actual	\$842,684
FY 1994 Estimate	\$823,461
FY 1995 Estimate	\$765,422

**PART I - PURPOSE AND SCOPE**

Funds provide payment of basic allowance for quarters authorized under provisions of 37 United States Code Section 403, to enlisted personnel with or without dependents, *partial payments to bachelors in government quarters, and to enlisted personnel occupying inadequate family housing under the provisions of 10 United States Code Section*

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor workyears and the projected number of these workyears that will reside in government housing. For inadequate housing, the rate payable is the "with-dependent" rate less the current experienced average rate charge of the fair rental value of the housing unit. BAQ rates are adjusted based on basic pay, to include pay raise adjustments of 3.7 percent in FY 1993, 2.2 percent in FY 1994, and 1.6 percent in FY 1995.

The computation of fund requirements is provided by the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

<u>With Dependents</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	2,573	6,794.76	17,483	2,390	6,971.40	16,662	1,991	7,210.27	14,356
Senior Master Sergeant	4,870	6,264.48	30,508	4,541	6,427.20	29,186	3,834	6,647.42	25,486
Master Sergeant	21,615	5,820.84	125,817	20,165	5,968.80	120,361	19,731	6,173.31	121,806
Technical Sergeant	28,587	5,380.80	153,821	26,665	5,517.90	147,135	23,039	5,706.97	131,483
Staff Sergeant	35,315	4,836.00	170,783	35,521	4,959.00	176,149	31,758	5,128.92	162,884
Sergeant	31,634	4,207.80	133,110	30,586	4,314.60	131,966	25,149	4,462.44	112,226
Airman First Class	10,749	3,914.04	42,072	10,430	4,014.00	41,866	9,339	4,151.54	38,771
Airman	3,784	3,724.20	14,092	3,534	3,820.50	13,502	3,411	3,951.41	13,478
Airman Basic	1,514	3,704.64	5,609	1,414	3,820.50	5,402	1,481	3,951.41	5,852
Subtotal with Dependents	140,641		\$693,295	135,246		\$682,229	119,733		\$626,342

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Full Allowance

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	230	5,160.00	1,187	171	5,292.30	905	156	5,473.64	854
Senior Master Sergeant	522	4,744.80	2,477	452	4,853.10	2,194	416	5,019.39	2,088
Master Sergeant	3,190	4,045.56	12,905	2,961	4,146.30	12,277	2,971	4,288.37	12,741
Technical Sergeant	6,346	3,658.32	23,216	5,728	3,756.00	21,514	5,100	3,884.70	19,812
Staff Sergeant	11,620	3,374.88	39,216	10,793	3,462.30	37,369	10,998	3,580.93	39,383
Sergeant	16,231	2,937.00	47,670	15,079	3,011.40	45,409	13,615	3,114.58	42,405
Airman First Class	4,083	2,885.28	11,781	3,790	2,957.40	11,209	3,619	3,058.73	11,070
Airman	849	2,349.36	1,995	788	2,403.00	1,894	866	2,485.34	2,152
Airman Basic	73	2,088.60	152	68	2,137.50	145	87	2,210.74	192
Subtotal without Dependents	43,144		\$140,599	39,830		\$132,916	37,828		\$130,697

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Without Dependents - Partial Allowance

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	10	223.20	2	9	223.20	2	9	230.85	2
Senior Master Sergeant	18	182.88	3	17	183.60	3	15	189.89	3
Master Sergeant	231	131.52	30	227	144.00	33	216	148.93	32
Technical Sergeant	618	117.72	73	585	118.80	69	525	122.87	65
Staff Sergeant	3,910	104.40	408	3,987	104.40	416	3,510	107.98	379
Sergeant	22,226	97.20	2,160	21,101	97.20	2,051	18,442	100.53	1,854
Airman First Class	25,820	93.60	2,417	22,030	93.60	2,062	23,277	96.81	2,253
Airman	14,813	86.40	1,280	14,025	86.40	1,212	14,924	89.36	1,334
Airman Basic	9,011	82.80	746	9,731	82.80	806	10,800	85.64	925
Subtotal without Dependents (partial)	76,657		\$7,119	71,712		\$6,654	71,718		\$6,847

(Amount in Thousands)

BASIC ALLOWANCE FOR QUARTERS - ENLISTED

Inadequate Family Housing

<u>Grade</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	0	0.00	0	0	0.00	0	0	0.00	0
Senior Master Sergeant	1	2,078.76	2	1	2191.24	2	1	2266.32	2
Master Sergeant	18	1,960.08	35	18	2066.14	37	15	2136.94	32
Technical Sergeant	74	1,833.48	136	70	1932.69	135	55	1998.91	110
Staff Sergeant	158	1,824.36	288	161	1923.08	310	136	1988.97	270
Sergeant	477	1,737.84	829	453	1831.88	830	382	1894.64	724
Airman First Class	262	1,318.08	345	224	1389.40	311	245	1437.01	352
Airman	26	1,165.08	30	25	1228.12	31	29	1270.20	37
Airman Basic	5	1,198.44	6	5	1263.29	6	7	1306.57	9

Subtotal Inadequate  
Family Housing

1,021 \$1,671 957 \$1,662 870 \$1,536

TOTAL BASIC ALLOWANCE  
FOR QUARTERS

261,463 \$842,684 247,745 \$823,461 230,149 \$765,422

(Amount in Thousands)

**PROJECT: VARIABLE HOUSING ALLOWANCE - ENLISTED**

FY 1993 Actual	\$165,133
FY 1994 Estimate	\$160,830
FY 1995 Estimate	\$146,183

**PART I - PURPOSE AND SCOPE**

Funds provide for payment of variable housing allowance (VHA) authorized under provisions of 37 United States Code Section 403a. VHA is based on pay grade, whether member has dependents, and duty assignment in high cost housing areas in the continental United States, Alaska and Hawaii. A member with dependents who is assigned to an unaccompanied tour of duty outside the United States is entitled to a VHA while serving such a tour of duty for any period during which the member's dependents reside in an area of the United States which would qualify the member to receive a VHA if assigned to duty in that area.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Variable housing allowance, as authorized in the Joint Federal Travel Regulation, is used to partially offset high cost housing in designated areas. It is authorized to members entitled to a basic allowance for quarters (BAQ) to defray housing costs when: (a) government quarters are not assigned or occupied jointly by the member and dependent(s), and (b) the member is assigned to permanent duty station in a high housing cost area in the United States. For VHA purposes, high housing cost areas are those locations where the median monthly cost of housing for members in the same grade exceeds 80 percent of the median monthly cost of housing for members in the same grade throughout the continental United States, Alaska and Hawaii. A projection of eligible personnel was developed from a relationship between actual VHA payments and actual BAQ payments at both the full "with dependent" rate and the full "without dependent" rate, adjusted for approved inflation. Variable housing allowances is computed by multiplying the number eligible by the percentage experienced during FY 1993. The rates are based on actual experience effective 1 January 1993 with a 2.5 percent cost growth in FY 1994 and a 2.8 percent in FY 1995.

The computation of requirements is provided in the following table:



(Amount in Thousands)

VARIABLE HOUSING ALLOWANCE - ENLISTED

<u>Grade</u>	<u>FY 1993 Actual</u>		<u>FY 1994 Estimate</u>		<u>FY 1995 Estimate</u>	
	<u>Workyears</u>	<u>Average Rate</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Workyears</u>	<u>Average Rate</u>
Chief Master Sergeant	2,532	1,682.28	2,313	1,725.39	1,901	1,772.43
Senior Master Sergeant	4,806	1,601.88	4,450	1,642.93	3,712	1,687.72
Master Sergeant	22,075	1,420.08	20,581	1,456.47	19,799	1,496.18
Technical Sergeant	29,712	1,215.84	27,552	1,247.00	23,455	1,281.00
Staff Sergeant	38,456	1,059.24	37,947	1,086.38	34,331	1,116.00
Sergeant	39,450	851.04	37,637	872.85	31,310	896.65
Airman First Class	12,919	632.28	12,386	648.48	11,061	666.16
Airman	4,169	595.32	3,889	610.58	3,772	627.22
Airman Basic	1,458	509.40	1,362	522.45	1,412	536.70
TOTAL	155,577		148,117		130,753	
		\$165,133		\$160,830		\$146,183

(Amount in Thousands)

**PROJECT: STATION ALLOWANCES, OVERSEAS - ENLISTED**

FY 1993 Actual	\$372,344
FY 1994 Estimate	\$339,596
FY 1995 Estimate	\$310,146

**PART I - PURPOSE AND SCOPE**

Funds provide payment of a per diem allowance to enlisted personnel on duty outside the continental United States. This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by Joint Travel Regulation and authorized under the provisions of 37 United States Code 403 and 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

This project consists of: (a) cost of living allowance (COLA), (b) overseas housing allowance (OHA), (c) temporary lodging allowance (TLA), and (d) moving-in housing allowance (MIHA). COLA is based on: (a) FY 1993 experience adjusted to reflect changes in overseas strength. The rates for FY 1994 and FY 1995 reflect currency rates in effect as of 1 January 1994. The rates for COLA reflect a 1.6 percent pay raise effective 1 January 1995. OHA consists of the difference between the basic allowance for quarters (BAQ) and the applicable housing costs in the overseas area where members are stationed. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. TLA is based on FY 1993 actual and increased for cost growth of 2.5 percent in FY 1994 and a 2.8 percent in FY 1995. MIHA is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes (such as policy change, TLA extensions and housing cost increases) of each type of allowance.

The workyears for cost of living allowance, housing allowance, temporary lodging allowance, and moving-in allowance are based on authorized overseas strengths for each fiscal year.

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

<u>Cost of Living</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Average</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average</u>	<u>Amount</u>
<u>Grade</u>		<u>Rate</u>			<u>Rate</u>			<u>Rate</u>	
Chief Master Sergeant	820	4,890	4,010	754	5,007	3,777	656	5,109	3,352
Senior Master Sergeant	1,717	4,301	7,385	680	4,404	2,993	1,380	4,493	6,200
Master Sergeant	7,895	4,049	31,967	7,263	4,146	30,114	6,345	4,240	26,902
Technical Sergeant	12,152	3,614	43,917	10,979	3,701	40,633	9,765	3,763	36,746
Staff Sergeant	20,740	3,124	64,792	18,582	3,199	59,443	16,666	3,263	54,381
Sergeant	24,696	2,429	59,987	21,939	2,367	51,930	19,845	2,522	50,049
Airman First Class	9,814	1,851	18,166	9,029	1,895	17,110	7,886	1,933	15,244
Airman	3,715	1,577	5,859	3,418	1,614	5,516	2,985	1,647	4,916
Airman Basic	562	1,319	741	518	1,351	700	452	1,556	703
Total Cost of Living	82,111		\$236,824	73,162		\$212,216	65,980		\$198,493

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

<u>Housing Allowance</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Amount</u>
Chief Master Sergeant	242	5,012	1,213	223	5,132	1,143	193	5,235	1,010
Senior Master Sergeant	491	4,281	2,102	452	4,384	1,980	391	4,471	1,748
Master Sergeant	2,434	4,005	9,748	2,239	4,101	9,183	1,937	4,183	8,102
Technical Sergeant	4,204	3,883	16,324	3,868	3,977	15,382	3,365	4,056	13,348
Staff Sergeant	6,645	3,805	25,284	6,113	3,897	23,824	5,340	3,975	21,227
Sergeant	5,931	3,934	23,333	5,457	4,029	21,984	4,766	4,109	19,583
Airman First Class	1,850	4,276	7,911	1,702	4,379	7,453	1,487	4,466	6,641
Airman	430	4,603	1,979	396	4,714	1,865	345	4,808	1,659
Airman Basic	28	5,100	143	26	5,222	135	22	5,327	117
Subtotal Housing Allowance	22,255		\$88,037	20,475		\$82,949	17,846		\$73,735
<u>Temporary Lodging Allowance</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>
Temporary Lodging Allowance	89,630	452	\$40,483	83,205	455	\$37,835	70,264	458	\$32,193
<u>Moving-In Housing Allowance</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>	<u>No. Pymts</u>	<u>Average Rate</u>	<u>Amount</u>
Moving-In Housing Allowance	14,832	472	\$7,000	13,645	483	\$6,596	11,577	495	\$5,725
TOTAL STATION ALLOWANCES, OVERSEAS			\$372,344			\$339,596			\$310,146

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 1993 Actual	\$120,163
FY 1994 Estimate	\$105,627
FY 1995 Estimate	\$104,478

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted personnel for prescribed clothing, authorized by the Secretary of Defense under the provisions of U.S.C. 418. This project includes:

- (1) Initial clothing allowances upon enlistment,
- (2) Civilian clothing allowances when authorized,
- (3) Basic replacement allowance payable to a member upon completion of six months active duty for the remainder of the first three years of continuous service,
- (4) Standard replacement allowance payable to a member upon completion of 36 months of active duty through the remainder of continuous active duty, and
- (5) Supplemental clothing allowances for personnel assigned to special organizations or details where the nature of duties require additional items of individual uniform clothing.

Both basic and standard replacement allowances are cash payments. Effective October 1, 1985, all replacement allowances are paid annually.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Initial clothing allowances are based on programmed numbers by type of accession. Clothing rates were approved by the Secretary of Defense for FY 1993 and FY 1994. FY 1995 rates are derived using FY 1994 rates and adjusted by approved inflation rate. The type of clothing maintenance allowance paid is determined by the average longevity of the enlisted force. Civilian initial allowances and supplemental clothing allowances are based on experience.

The computation of requirements is provided in the following table:

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

Initial Allowances:

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
<u>Military Clothing</u>									
Civilian Life (M)	24,585	830.95	20,429	23,644	820.61	19,403	24,935	837.21	20,876
Civilian Life (F)	7,015	921.97	6,468	6,414	924.42	5,929	6,615	950.30	6,286
Officer Training Sq (M)	188	693.85	130	521	699.01	364	379	718.58	272
Officer Training Sq (F)	34	868.36	30	130	856.77	111	95	880.76	84
AF Academy Prep (M)	162	737.20	119	207	707.31	146	207	727.11	151
AF Academy Prep (F)	33	848.06	28	43	852.07	37	43	875.93	38
Subtotal			27,204			25,990			27,707
Less Basic Military Training Attrition			(926)			(1,200)			(1,200)
Subtotal Military Clothing			\$26,278			\$24,790			\$26,507
<u>Civilian Clothing</u>									
Winter and Summer (W+S)	1,056	1,121.95	1,185	1,024	1,150.00	1,178	983	1,182.20	1,162
Winter or Summer (W/S)	235	724.88	170	228	743.00	169	219	763.80	167
TDY	2,901	413.66	1,200	2,814	424.00	1,193	2,701	435.87	1,177
Special Continuing (W+S)	461	560.98	259	447	575.00	257	429	591.10	254
Special Continuing (W/S)	41	362.44	15	40	371.50	15	38	381.90	15
Subtotal Civilian Clothing			\$2,829			\$2,812			\$2,775
Total Initial Issue			\$29,107			\$27,602			\$29,282

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

Maintenance Allowance:

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Basic Maintenance Mil Cloth</u>									
Airmen (M)	70,365	128.69	9,055	64,270	158.40	10,180	65,257	162.00	10,572
Airmen (F)	17,556	142.64	2,504	16,160	190.80	3,083	16,520	194.40	3,211
<u>Std Maintenance Mil Cloth</u>									
(37th Month)									
Airmen (M)	258,336	223.60	57,764	236,086	226.80	53,544	217,042	234.00	50,788
Airmen (F)	40,088	248.97	9,981	36,635	270.00	9,891	33,680	277.20	9,336
Subtotal			\$79,304			\$76,698			\$73,907
<u>Supplemental Maintenance Allowance</u>									
	6,955	195.11	\$1,357	6,677	198.70	\$1,327	6,343	203.27	\$1,289
<u>DLA New Unifo. :</u>			10,395 *			0			0
TOTAL CLOTHING ALLOWANCE			\$120,163			\$105,627			\$104,478

\* Amount includes DLA initial stock cost of \$9.8 million and \$.595 million for women's tuck-in shirts.

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 1993 Actual	\$13,985
FY 1994 Estimate	\$13,364
FY 1995 Estimate	\$12,858

**PART I - PURPOSE AND SCOPE**

Under the provision of 37 United States Code 427, family separation allowance (FSA) payments are made to enlisted personnel with dependents to compensate for added expenses incurred because of forced separation from dependents when:

- (1) Travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in the continental United States (CONUS) for his family and one overseas.
- (2) A member with dependents makes a permanent change of station or is on temporary duty travel for 30 days or more either in CONUS or overseas, the travel of dependents to the duty station is not authorized, and dependents do not reside at or near the duty station.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate. Workyears are derived using historical data while considering the state of military affairs. This project is impacted by national defense efforts such as Desert Storm/Desert Shield, Restore Hope, Provide Promise, and Provide Comfort which engender increased requirements.

Details of the cost computation are provided in the following tables:



(Amount In Thousands)

FAMILY SEPARATION ALLOWANCES - ENLISTED

PCS Overseas with Dependents not Authorized and Maintain two Homes

Grade	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Chief Master Sergeant	18	5,160.00	93	18	5,292.30	95	17	5,473.64	93
Senior Master Sergeant	31	4,744.80	147	30	4,853.10	146	29	5,019.39	146
Master Sergeant	183	4,045.56	740	171	4,146.30	709	164	4,288.37	703
Technical Sergeant	233	3,658.32	852	209	3,756.00	785	187	3,884.70	726
Staff Sergeant	315	3,374.88	1,063	283	3,462.30	980	266	3,580.93	953
Sergeant	91	2,937.00	267	85	3,011.40	256	83	3,114.58	259
Airman First Class	7	2,885.28	20	7	2,957.40	21	7	3,058.73	21
Airman	5	2,349.36	12	5	2,403.00	12	5	2,485.34	12
Airman Basic	1	2,088.60	2	1	2,137.50	2	1	2,210.74	2
Subtotal	884		\$3,196	809		\$3,006	759		\$2,915

PCS CONUS or Overseas  
with dependents not  
authorized

5,984	900.00	\$5,386	5,745	900.00	\$5,171	5,515	900.00	\$4,964
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TDY CONUS or Overseas  
for more than 30 days  
with dependents not  
residing near TDY station

6,003	900.00	\$5,403	5,763	900.00	\$5,187	5,532	900.00	\$4,979
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TOTAL FAMILY SEPARATION ALLOWANCE

		\$13,985			\$13,364			\$12,858
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(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 1993 Actual	\$506,294
FY 1994 Estimate	\$154,082
FY 1995 Estimate	\$502,585

PART I - PURPOSE AND SCOPE

Funds provide enlisted personnel:

- (1) Lump sum terminal leave (LSTL) payments for unused accrued leave at time of separation, reenlistment, retirement, or death under provisions of 10 United States Code 501.
- (2) Severance pay to members separated for physical disability under provisions of 10 United States Code 1212.
- (3) Donations for discharge under certain conditions under the provisions of 10 United States Code 1048.
- (4) Separation Pay for discharge under provisions of 10 United States Code 1174 as amended.
- (5) Voluntary Separation Incentive (VSI) and Special Separation Benefits (SSB) programs under the provision of United States Code 1775 and 1174a.
- (6) Temporary Early Retirement Authority (TERA) under provisions of 10 United States Code 8911, 8914 as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave is accrued leave earned by an active duty member. Payments are paid to members to compensate for the accrued leave at the time of retirement or separation. Also, members reenlisting on their date of separation have the option to receive pay for all or a portion of their accrued leave. The total requirement for separation payments is determined by multiplying the projected number of payments by the estimated average cost per payment. For leave accumulated prior to September 1976 and retained throughout a member's career, payments include basic pay, \$1.25 per day quarters allowance to members in pay grade E-5 through E-9 with dependents, and \$.70 per day to all members for subsistence. For leave accumulated after September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days. Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than 12 years. In addition, Title 10, Section 1174 of the United States Code was amended to authorize payment of separation pay to enlisted members who are discharged involuntarily or denied reenlistment who have completed six or more, but less than 20 years of active service immediately before that discharge. Enlisted separation pay is calculated as follows: 12 x monthly basic pay x years service x 10 percent.

The FY 1992 Defense Authorization Act approved two voluntary separation pay programs for implementation during the force drawdown. The programs apply to both officer and enlisted members who have more than six and less than 20 years of service. The first is the Voluntary Separations Incentive (VSI) Program, and the second is the Special Separation Benefit (SSB) Program. VSI payments are calculated as follows: annual basic pay x 2.5 percent x years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay x 15 percent x years of service. These programs are used to reduce involuntary separations and are offered to members in overage specialties to facilitate force shaping requirements during the drawdown.

The FY 1993 National Defense Authorization Act approved an active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving drawdown goals of maintaining readiness while ensuring the equitable treatment of the members. The criteria for early retirement include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The TERA amount is the product of 2.5 percent x the years of service x basic pay x reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund all early retirement payments up front which will cover the entire initial period. This period is the difference between 20 years and the number of years completed by the member.

The FY 1994 National Defense Authorization Act extended the authority to use the VSI/SSB and TERA programs through FY 1999.

## (Amount in Thousands)

## SEPARATION PAYMENTS - ENLISTED

	FY 1993 Actual				FY 1994 Estimate				FY 1995 Estimate			
	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount	No. Pymt	Days	Average Rate	Amount
<u>Lump Sum Terminal Leave Payments</u>												
<u>Grade</u>												
Chief Master Sergeant	889	10.4	848.35	754	891	10.4	856.20	763	966	10.4	869.04	839
Senior Master Sergeant	1,992	9.9	779.18	1,552	1,882	9.9	786.39	1,480	1,951	9.9	798.19	1,557
Master Sergeant	8,540	11.1	807.72	6,898	7,430	11.1	815.19	6,057	8,327	11.1	827.42	6,890
Technical Sergeant	7,036	16.1	986.88	6,944	6,028	16.1	996.01	6,004	6,860	16.1	998.19	6,848
Staff Sergeant	11,517	20.5	951.45	10,958	9,186	20.5	960.25	8,821	11,223	20.5	974.65	10,938
Sergeant	16,956	16.7	682.15	11,567	12,883	16.7	688.46	8,869	16,523	16.7	698.79	11,546
Airman First Class	3,982	14.9	544.33	2,168	3,679	14.9	549.37	2,021	3,880	14.9	557.61	2,164
Airman	1,817	12.7	455.16	827	1,623	12.7	459.37	746	1,771	12.7	466.26	826
Airman Basic	2,923	6.8	192.38	562	2,393	6.8	194.16	465	2,848	6.8	197.07	561
Subtotal LSTL	55,652			\$42,230	45,995			\$35,226	54,349			\$42,169
<u>Separation Pay</u>												
Disability	558		13,653	7,619	500		13,780	6,890	500		13,986	6,993
Severance Pay, Non Disability												
Invol-Half Pay 5%	305		7,131	2,175	500		7,733	3,867	500		7,857	3,929
Invol-Full Pay 10%	353		11,890	4,197	800		15,466	12,373	200		15,713	3,143
SSB	7,997			232,391	451			23,144	9,886			274,444
VSI	1,258			11,075	*			0	0			0
VSI Trust Fund **	18			206,300	111			0	1,099			0
15 Year Retirement	15			307	4,031			72,582	5,644			171,907
Subtotal Separation Pay				\$464,064				\$118,856				\$460,416
TOTAL SEPARATION PAYMENTS				\$506,294				\$154,082				\$502,585

\* VSI recipients prior to 1 January 1993 - Funded directly from the Military Personnel Appropriation.

\*\* FY 1993 amount represents the initial capitalization of VSI Trust Fund for recipients of VSI payments after 31 December 1992. Based on the Deputy Secretary's decision, sufficient funds are available in the VSI Trust Fund to cover payments to VSI recipients through FY 1995.

(Amount In Thousands)

PROJECT: SOCIAL SECURITY TAX (EMPLOYER'S CONTRIBUTION) - ENLISTED

FY 1993 Actual	\$553,790
FY 1994 Estimate	\$526,421
FY 1995 Estimate	\$502,255

PART I - PURPOSE AND SCOPE

Funds represent the Air Force contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provisions of 26 U.S.C. 3101, and 3111.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social Security costs are based on percentage rates set by law. The rates are applied to a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rates while the Social Security Administration determines the maximum taxable income. Contributions are based on basic pay and the percentage rate set by law for a given calendar year. The taxable income ceilings are \$57,600 for FY 1993; \$60,600 for FY 1994; and \$61,800 for FY 1995.

	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
	<u>Workyears</u>	<u>Average Rate</u>	<u>Workyears</u>	<u>Average Rate</u>	<u>Workyears</u>	<u>Average Rate</u>
Enlisted	364,928	1,292.75	350,351	1,291.98	328,859	1,329.56
Wage Credit			82,031			
			471,759		452,648	
			82,031		73,773	
TOTAL SOCIAL SECURITY TAX			\$553,790		\$526,421	
						\$502,255

# PAY & ALLOWANCES OF CADETS

**MILITARY PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

**3. Pay and Allowances of Cadets**

FY 1994 Military Personnel Air Force Appropriated ..... **\$36,038**

**Increases:**

Subsistence..... **116**

- Rate increase (\$4.75 to \$4.91 per day) **234**

- Decrease in workyears **(118)**

**Total Increases..... 116**

**Decreases:**

Basic Pay..... **(130)**

- 1 Jan 95 1.6 percent pay raise **314**

- Decrease in workyears **(444)**

Social Security (FICA)..... **(231)**

**Total Decreases..... (361)**

FY 1995 Direct Program..... **\$35,793**

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 1993 Actual	\$36,493
FY 1994 Estimate	\$36,038
FY 1995 Estimate	\$35,793

PART I - PURPOSE AND SCOPE

The funds requested are (a) for basic pay, commuted rations allowance, and employer's share of FICA tax for cadets appointed to the United States Air Force Academy under the provisions of 37 U.S.C. 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance and the cost of operational rations.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by applying statutory rates to the projected manyears. The FY 1993 program is based on a beginning strength of 4,255 and end strength of 4,152. The cadet end strength is 4,100 for FY 1994, and 4,000 for FY 1995. Subsistence rates are: \$4.60 per day for FY 1993; \$4.75 per day for FY 1994, and \$4.91 per day for FY 1995.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	4,140	6,526.80	\$27,021	4,079	6,526.80	\$26,623	4,011	6,605.16	\$26,493
<u>Subsistence</u>	4,140	1,679.00	6,951	4,079	1,733.75	7,072	4,011	1,792.15	7,188
<u>Social Security Tax</u> <u>(Employer's Contribution)</u>			\$2,521			\$2,343			\$2,112
TOTAL ACADEMY CADETS			\$36,493			\$36,038			\$35,793



# SUBSISTENCE OF ENLISTED PERSONNEL

MILITARY PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(In Thousands of Dollars)

4. Subistence of Enlisted Personnel

FY 1994 Direct Program..... \$729,134

Increases:

Basic Allowance for Subsistence (BAS)..... 11,922

- 1 Jan 1995 1.6% pay raise 8,155
- Annualization of 1 Jan 1994 2.2% pay raise 3,767

Total Increases..... 11,922

Decreases:

Basic Allowance for Subsistence (BAS)..... -56,051

- Reduction of BAS payments 22,393 resulted in decreased dollar requirements.

Total Decreases..... -56,051

FY 1995 Direct Program..... \$685,005

(Amount in Thousands)

FY 1993 Actual	\$745,351
FY 1994 Estimate	\$729,134
FY 1995 Estimate	\$685,005

PART I - PURPOSE AND SCOPE

Funds provide for the payment of subsistence allowances to active duty enlisted personnel under the provisions of 37 U.S.C. 402. Included are allowances when (1) individual is authorized to mess separately; (2) individual is in leave status; (3) Rations-in-kind are not available; (4) individual is assigned under emergency conditions where government messing facilities are not available; and (5) augmentation of subsistence allowance for meals taken separately is authorized (P.L. 253-84 Th. Congress).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted personnel entitled to receive several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience which indicates that approximately 82 percent of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

The requirements include the following pay raise assumptions: 3.7 percent effective 1 Jan 1993; 2.2 percent effective 1 Jan 1994; and 1.6 percent effective 1 Jan 1995.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
<u>When Authorized to Mess Separately</u>	248,316	\$2,405.17	\$597,242	237,181	\$2,468.20	\$585,410	218,967	\$2,512.03	\$550,052
<u>Leave Rations</u>	26,731	\$2,405.17	\$64,293	25,283	\$2,468.20	\$62,404	23,341	\$2,512.03	\$58,633
<u>When Rations-In-Kind Not Available</u>	30,799	\$2,712.66	\$83,547	29,130	\$2,783.91	\$81,095	26,893	\$2,832.31	\$76,169
<u>Augmentation of Commuted Rations Allowance for Meals Taken Separately</u>			\$269			\$225			\$151
TOTAL	305,846		\$745,351	291,594		\$729,134	269,201		\$685,005

PERMANENT CHANGE  
OF STATION TRAVEL

## PURPOSE AND SCOPE

For expenses incident to permanent change of station (PCS) travel of military personnel either individually or as part of organized units. PCS travel costs include mileage; monetary allowance in lieu of transportation, transportation by common carrier (rail, bus, air or water, including Air Mobility Command (AMC) and Military Sealift Command (MSC); per diem allowances; payment of dislocation allowance (DLA); payment of temporary lodging entitlement (TLE); actual and necessary expenses and cost of subsistence while in a travel status; issue of meal tickets in lieu of subsistence; travel of dependents and transportation of baggage and household goods, port handling charges for household goods; baggage and privately owned vehicles passing through CONUS Military Traffic Management Command (MTMC) terminals; payments authorized for transportation of dependents, and personal and household effects of deceased military personnel; costs of contract packing, crating, handling and temporary storage of household goods; costs of nontemporary storage of household goods; cost of trailer allowances; travel incident to organizational movements on PCS whether for training or non-training purposes; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination; minor supplies and services incident to troop or organizational PCS movements; expenses and allowances incident to separation travel, discharge or release. Also included is all authorized temporary duty (TDY) travel directly related to and an integral part of PCS movements of individuals or organizational units. Excludes TDY travel other than that directly related to and an integral part of PCS movements. All authorized PCS travel expenses provided for under this budget program account are charged to the same subprogram account cited in the PCS travel order of the military member. The only exceptions are Base Realignment Commission (BRAC) moves and the cost of contract commercial storage of household goods on a nontemporary basis. The term "CONUS" (Continental United States) applies to the contiguous 48 states.

## POLICY AND/OR PRICE CHANGES

### 1. Policy Changes:

FY1993 thru FY1995, the Air Force is continuing to posture itself for significant manpower reductions. In line with the Congressional direction and the Secretary of Defense's plan for the future, we are "...reviewing our needs for forces through the mid-1990's and in light of decreasing defense budgets, we continue to identify locations ... where we can reduce our forces. As we draw down the overall size of the force, it is essential that we correspondingly reduce the installations where the force is based, both in the United States and Overseas..." Due to the dynamics of this process, while many appropriations may see an immediate savings, there will be increased PCS moves and associated upfront costs before any savings will be realized. In addition, there is the added cost to change the tour lengths as a result of increased turbulence in foreign countries where our military personnel are based.

In FY1994 and FY1995 to achieve the continuing Air Force goal of Global Reach - Global Power it is essential to move our people to meet the objectives of strong combat capability and peacetime effectiveness. In these years the PCS program is structured to achieve manning for base closures, force structure actions including support of overseas drawdowns and tour length changes. The Voluntary Separation Incentive and Special Separation Benefits (VSI/SSB) programs and the 15 year retirement program will impact the accession, separation, and operational and rotational (backfill of essential positions left vacant) move categories.

PCS actions to reduce personnel turbulence:

As the Air Force moves to strengthen its capability and simultaneously decrease the size of its force, actions being implemented to reduce personnel turbulence and tour length changes are reflected in all PCS move categories. Fiscal year 1995 will face additional strains on both operational and rotational travel due to mandatory force structure actions, (e.g., base closures and unit realignments) and force structure actions driven by force-wide strength reductions, as well as increased requirements to fill vacancies resulting from VSI/SSB and 15 year retirement separations. To further minimize PCS costs and reduce personnel turbulence, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close and realign bases overseas, fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing CONUS operational moves. We feel the cumulative effect of these actions will work to reduce personnel turbulence while identifying the additional resources necessary to maintain mission responsiveness to the Air Force PCS program.

Unaccompanied Tours in Europe:

The Air Force is not convinced that changing overseas tours in Europe to an unaccompanied tour status is a viable option. Balancing aircraft and capabilities between CONUS and overseas bases to permit six-month rotations would require a massive beddown and reorganization of the tactical force, while only increasing military PCS, BAC, FSA, and VHA costs. Refresher training courses, which are already above maximum capacity, would have to expand to prepare crews for TDY location missions. In addition, the total number of aircraft available would decrease due to the increased frequency of rotations, which would cause more maintenance downtime for aircraft due to increased use. Approximately 50 percent of the tactical aircraft are currently overseas, implementing a European unaccompanied tour policy would mean personnel associated with the tactical force would spend half of their careers overseas in an unaccompanied status. Overall, the average number of unaccompanied tours would increase causing additional family separation time, as well as impacting upon recruiting and retention programs and career decisions. A recent "Quality of Life" survey listed family separations as the number one factor affecting negative career decisions.

2. Price Changes:

FY1993, FY1994, and FY1995 industrial fund and inflation rate adjustments are included.

FY1993 pay raise of 3.7 percent, FY1994 pay raise of 2.2 percent, and FY1995 pay raise of 1.6 percent are effective 1 January each year. These impact the dislocation allowance entitlement which is equal to two months of Basic Allowance for Quarters (BAQ).

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

<u>Travel of Military Member</u>	<u>FY 1993 Actual</u>		<u>FY 1994 Estimate</u>		<u>FY 1995 Estimate</u>	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
Accession Travel	38,748	38,699	38,000	39,776	39,313	42,434
Training Travel	10,441	39,395	9,200	38,791	9,200	39,793
Operational Travel Between Duty Stations	29,918	175,256	25,320	155,622	31,905	191,009
Rotational Travel To and From Overseas	68,195	500,046	61,987	470,077	54,166	422,517
Separation Travel	51,747	93,331	49,832	94,571	45,495	87,882
Travel of Organized Units	5,126	26,021	7,399	38,989	8,892	45,962
Nontemporary Storage		23,266		22,044		20,426
Temporary Lodging Expense		35,889		32,884		34,768
VSI/SSB/15 Year Retirement	11,998	35,750	5,871	17,864	18,536	52,626
Hurricane Andrew (Homestead AFB Evacuation)		53,000				
TOTAL OBLIGATIONS	216,173	\$1,020,653	197,609	\$910,618	207,507	\$937,417
LESS REIMBURSEMENTS		(49,454)		(107,280)		(31,924)
TOTAL DIRECT PROGRAM		\$971,199		\$803,338		\$905,493

## (Amount in Thousands)

## SUMMARY OF REQUIREMENTS BY TYPES OF COST

	FY 1993 Actual		FY 1994 Estimate		FY 1995 Estimate	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
<u>Travel of Military Member</u>						
Mileage and Per Diem	204,175	90,323	191,738	86,236	188,971	86,248
MAC	62,177	31,113	57,221	29,136	50,675	28,485
Commercial Air	21,204	12,475	19,524	11,775	18,097	11,498
<u>Travel of Dependents (Family)</u>						
Mileage and Per Diem	136,444	46,515	129,069	48,767	119,073	47,029
MAC	60,720	28,620	64,874	31,177	57,819	30,743
Commercial Air	22,370	13,161	24,323	14,707	20,449	12,991
<u>Transportation of Household Goods</u>						
- M Tons - MSC	68,076	6,250	60,313	6,001	52,555	5,359
- S Tons - MAC	20,730	46,797	18,494	42,543	16,172	40,876
- Land Shipment, CONUS & Overseas	90,076	363,753	83,812	348,346	87,257	363,611
- ITGBL	42,362	114,511	38,826	107,513	33,795	94,486
Dislocation Allowance	90,411	82,390	83,083	77,470	83,673	76,490
Trailer Allowance	1,816	3,615	1,602	3,217	1,845	3,860
Transportation of POVs	21,291	27,703	19,099	25,072	16,710	22,376
Port Handling Charges		5,522		5,866		5,545
Nontemporary Storage		23,266		22,044		20,426
Temporary Lodging Expense		35,889		32,884		34,768
VSI/SSB/15 Year Retirement	11,998	35,750	5,871	17,864	18,536	52,626
Hurricane Andrew (Homestead AFB Evacuation)		53,000				
TOTAL OBLIGATIONS		\$1,020,653		\$910,618		\$937,417
LESS REIMBURSEMENTS		(49,454)		(107,280)		(31,924)
TOTAL DIRECT PROGRAM		\$971,199		\$803,338		\$905,493



(Amount in Thousands)

**PROJECT: ACCESSION TRAVEL**

FY 1993 Actual	\$39,118
FY 1994 Estimate	\$40,226
FY 1995 Estimate	\$42,901

**PART I - PURPOSE AND SCOPE**

Funds provide for the following:

Officers - Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies, Air Force Reserves (AFRES), Reserve Officer Training Corps (ROTC), and Air National Guard (ANG) officers called or recalled to extended active duty from home or point where orders were received to first permanent duty station or training school, of twenty weeks or more duration and (2) officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of twenty weeks or more duration. Includes officers appointed from enlisted status upon graduation from Officer Training School (OTS).

Enlisted - Covers PCS movements of (1) enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of 20 weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more in duration.

Cadets - Covers PCS movements of (1) individuals selected as Air Force Academy cadets upon entry into the Academy and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for accession travel cover the PCS movement of members entering on active duty. The PCS requirements for accession travel are based upon officer, enlisted and cadet gains as reflected in the Air Force personnel programs. These gains are required to meet planned Air Force manpower levels. This category of move results primarily from approved end strengths and separation/retirements from the Air Force; consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadet strengths. Officer accessions include academy graduates, ROTC, medical officers, judge advocate general officers, chaplains, reserve officers and OTS graduates. Enlisted accessions include prior and nonprior service personnel, recalled reserves, USAF Preparatory School, and OTS.

Changes between FY 1994 and FY 1995 reflect the changes in accessions due to end strength adjustments and direction to program accessions each year to sustain the base force.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual accession PCS move costs during a given accounting period. The number of accession moves (officer, enlisted and cadet) times the appropriate rates for each element of expense (e.g., military member, dependents, household goods, etc.) results in the estimated funding required. The number of moves and the associated fiscal year requirements are shown in the tables on the following pages (members are not entitled to temporary lodging expenses nor dislocation allowance).

(Amount in Thousands)

**ACCESSION TRAVEL**

Officer Accession Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	4,760	419.33	1,996	4,875	429.95	2,096	5,000	444.20	2,221
(2) Dependent Travel	2,009	393.23	790	2,106	398.39	839	2,160	404.63	874
(3) Trans of Household Goods									
(a) Land & ITGBL	3,473	2,467.90	8,571	3,557	2,603.32	9,260	3,649	2,665.11	9,725
(b) Overseas	300	613.33	184	300	646.67	194	300	736.67	221
(4) Trailer Allowance	17	1,323.14	22	17	1,356.22	23	18	1,377.92	25
(5) POV									
(a) MSC	185	859.94	159	190	880.58	167	194	905.23	176
(b) Port Handling (M Tons)	185	145.93	27	190	178.62	34	194	195.59	38
(6) Port Handling (HHGS)	381	25.31	10	390	30.98	12	400	33.92	14
(7) Non-Temporary Storage			247			271			280
<b>Subtotal Officer Accession Travel</b>			<b>\$12,006</b>			<b>\$12,896</b>			<b>\$13,574</b>

**(Amount in Thousands)**

**ACCESSION TRAVEL**

Enlisted Accession Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	32,789	514.17	16,859	31,817	527.01	16,768	32,974	546.95	18,035
(2) Dependent Travel	5,771	181.25	1,046	5,918	195.67	1,158	6,134	201.99	1,239
(3) Trans of Household Goods									
(a) Land & ITGBL	3,969	2,001.01	7,942	3,851	2,102.31	8,096	3,991	2,161.11	8,625
(b) Overseas	5,000	97.40	487	4,851	100.19	486	5,027	110.40	555
(4) Trailer Allowance	15	1,562.56	23	15	1,601.62	24	15	1,627.25	24
(5) POV									
(a) MSC	356	842.52	300	345	862.74	298	358	886.90	318
(b) Port Handling (M Tons)	356	124.67	44	345	152.60	53	358	167.09	60
(6) Port Handling (HHGS)	711	26.08	19	690	31.92	22	715	34.95	25
(7) Non-Temporary Storage			172			179			187
<b>Subtotal Enlisted Accession Travel</b>			<b>\$26,892</b>			<b>\$27,084</b>			<b>\$29,068</b>
<u>Cadet Accession Travel</u>	1,199	183.55	\$220	1,308	188.14	\$246	1,339	193.41	\$259
<b>TOTAL ACCESSION TRAVEL</b>			<b>\$39,118</b>			<b>\$40,226</b>			<b>\$42,901</b>
<b>Accession Moves</b>									
Officer	4,760			4,875			5,000		
Enlisted	32,789			31,817			32,974		
Cadets	1,199			1,308			1,339		
<b>TOTAL ACCESSION MOVES</b>	38,748			38,000			39,313		

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 1993 Actual	\$44,708
FY 1994 Estimate	\$43,542
FY 1995 Estimate	\$44,549

**PART I - PURPOSE AND SCOPE**

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel from previous permanent duty stations to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more.
- (2) Officers and enlisted school graduates and eliminees from school to their next permanent CONUS duty station excluding Academy, OTS, flying training, and ROTC graduates, as well as others chargeable as accession travel.
- (3) Enlisted personnel ordered to training leading to a commission.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Air Force and outside agency training programs. The PCS requirements for training travel are the direct result of Air Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Air Force mission. Adjustments in training travel are directly responsive to training programs which generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education (e.g., Air War, National War and Industrial Colleges, Medical Training, Air Force Institute of Technology) and undergraduate pilot and navigator training.

Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section. Average rates are based on statistical data, ratios, and percentages extracted from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following pages.

(Amount in Thousands)

**TRAINING TRAVEL**

Officer Training Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	5,200	460.00	2,392	5,150	469.51	2,418	5,150	482.52	2,485
(2) Dependent Travel	3,565	460.59	1,642	3,645	469.14	1,710	3,645	481.76	1,756
(3) Trans of Household Goods	5,200	4,062.50	21,125	5,150	4,235.73	21,814	5,150	4,354.56	22,426
(4) Dislocation Allowance	4,834	1,060.61	5,127	4,913	1,075.72	5,285	4,913	1,092.81	5,369
(5) Trailer Allowance	15	1,533.33	23	16	1,625.00	26	16	1,687.50	27
(6) Non-Temporary Storage			459			487			492
(7) Temporary Lodging Expense			2,345			2,322			2,322
<b>Subtotal Officer Training Travel</b>			33,113			\$34,062			\$34,877

Enlisted Training Travel

(1) Member Travel	5,241	319.40	1,674	4,050	326.42	1,322	4,050	335.80	1,360
(2) Dependent Travel	2,076	254.34	528	1,739	269.70	469	1,739	277.17	482
(3) Trans of Household Goods	1,481	3,373.40	4,996	1,162	3,566.27	4,144	1,162	3,666.09	4,260
(4) Dislocation Allowance	2,324	796.90	1,852	1,934	813.34	1,573	1,934	826.27	1,598
(5) Trailer Allowance	16	2,250.00	36	13	2,307.69	30	13	2,307.69	30
(6) Non-Temporary Storage			146			115			116
(7) Temporary Lodging Expense			2,363			1,826			1,826
<b>Subtotal Enlisted Training Travel</b>			\$11,595			\$9,479			9,672

**TOTAL TRAINING TRAVEL**

\$43,542

\$44,549

**Training Moves**

Officer	5,200	5,150
Enlisted	5,241	4,050
<b>TOTAL TRAINING MOVES</b>	10,441	9,200

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 1993 Actual	\$190,576
FY 1994 Estimate	\$168,712
FY 1995 Estimate	\$207,480

**PART I - PURPOSE AND SCOPE**

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel to and from permanent duty stations located within the United States.
- (2) Officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved.
- (3) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimate for operational travel covers PCS requirements for operational reassignment of officer and enlisted personnel between both duty stations (1) within the CONUS and (2) within overseas areas when no transoceanic travel is involved. Operational moves are predicated upon the approved Air Force force structure and are necessary to support skill leveling among units, to fill new/unprogrammed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Air Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Air Force mission (manning floor, minimum CONUS tour lengths, do-it-yourself move program, maximum use of low-cost moves).

As the Air Force moves to strengthen our capability and simultaneously decrease the size of our force, the operational PCS program must reflect this requirement. FY1994 and FY1995 will face additional strains on operational travel due to mandated force structure actions, e.g., base closures and force structure changes driven by strength reductions (by regulation these moves include unit moves that will not involve the movement of equipment). In order to prevent a hollow force, operational requirements increased to fill vacancies resulting from the loss of experienced career personnel due to VSI, SSB, and early retirement separations. Since the operational move category includes overseas moves when no transoceanic travel is involved, as we drawdown our overseas strengths we will experience increases in our overseas

operational moves. To minimize the costs of these moves, the Air Force will maximize the use of intra-theatre consecutive overseas tours and continuation of tours. In addition, as we close bases overseas fewer members in a must move status (i.e., training schools, controlled tours) will be assigned to overseas areas, thus increasing our CONUS operational moves. The cumulative effect of this action necessitates additional resources to maintain mission responsiveness to the Air Force PCS program. We anticipate a gradual decline in PCS moves after the Air Force end strength stabilizes and fewer base closures and force structure actions are required. Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" respectively, at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS operational move costs. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rate results in estimated funding required. The number of moves and associated fiscal year requirements are shown on the following page.



(Amount in Thousands)

**OPERATIONAL TRAVEL**

Officer Operational Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	11,486	597.51	6,863	10,650	612.49	6,523	9,551	629.67	6,014
(2) Dependent Travel	9,722	495.27	4,815	9,014	507.65	4,576	8,084	521.90	4,219
(3) Trans of Household Goods	11,486	5,654.01	64,942	10,650	5,789.01	61,653	9,551	6,061.77	57,896
(4) Dislocation Allowance	10,671	1,214.41	12,959	9,894	1,244.69	12,315	8,873	1,264.74	11,222
(5) Trailer Allowance	115	1,467.30	169	106	1,503.98	159	95	1,528.05	145
(6) Non-Temporary Storage			819			813			736
(7) Temporary Lodging Expense			5,180			4,803			4,307
<b>Subtotal Officer Operational Travel</b>			<b>95,747</b>			<b>\$90,842</b>			<b>84,539</b>

Enlisted Operational Travel

(1) Member Travel	18,432	422.20	7,782	14,670	432.79	6,349	22,354	444.89	9,945
(2) Dependent Travel	14,994	353.21	5,296	11,934	419.98	5,012	18,185	431.73	7,851
(3) Trans of Household Goods	18,432	3,244.41	59,801	14,670	3,321.88	48,732	22,354	3,478.84	77,766
(4) Dislocation Allowance	16,382	655.05	10,731	13,038	671.50	8,755	19,868	682.20	13,554
(5) Trailer Allowance	885	2,145.11	1,898	704	2,198.74	1,548	1,073	2,233.92	2,397
(6) Non-Temporary Storage			1,008			859			1,347
(7) Temporary Lodging Expense			8,313			6,616			10,081
<b>Subtotal Enlisted Operational Travel</b>			<b>94,829</b>			<b>\$77,871</b>			<b>122,941</b>
<b>TOTAL OPERATIONAL TRAVEL</b>			<b>\$190,576</b>			<b>\$168,712</b>			<b>\$207,480</b>

**Operational Moves**

Officer	11,486	10,650	9,551
Enlisted	18,432	14,670	22,354
<b>TOTAL OPERATIONAL MOVE</b>	<b>29,918</b>	<b>25,320</b>	<b>31,905</b>

(Amount In Thousands)

PROJECT: ROTATIONAL TRAVEL TO AND FROM OVERSEAS

FY 1993 Actual	\$530,129
FY 1994 Estimate	\$497,533
FY 1995 Estimate	\$446,557

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) Officers and enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas.
- (2) Officers and enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration.
- (3) Officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved.
- (4) Dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned (including hospitalized or imprisoned) missing or captured when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. While we see a decrease in overseas moves as overseas strength drawdown, and base closures slow down we are also seeing an increase to the FY1994 and FY1995 rotational requirements, due to VSI/SSB, and early retirements. Also, the Air Force's continuing restructure efforts in overseas locations make the rotational PCS category one of the most volatile areas in the PCS budget.

Pay raise, inflation factors and manning floors are described under "Price Changes" and "Policy Changes" at the beginning of the PCS detail section.

Average rates are based upon statistical data, ratios and percentages derived from actual PCS rotational move costs. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate average rate results in the estimated funding required. The number of moves and associated fiscal year requirements are shown on the following page.

(Amount in Thousands)

ROTATIONAL TRAVEL TO AND FROM OVERSEAS

Officer Rotational Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	11,959	1,302.28	15,574	8,872	1,334.99	11,844	7,039	1,412.84	9,945
(2) Dependent Travel	9,163	2,001.31	18,338	6,798	2,052.66	13,954	5,393	2,167.81	11,691
(3) Trans of Household Goods									
(a) Land & ITGBL	14,880	4,087.16	60,817	11,039	4,189.24	46,245	8,758	4,269.81	37,395
(b) Overseas			15,195			11,641			10,127
(4) Dislocation Allowance	10,760	1,119.52	12,046	7,983	1,147.56	9,161	6,333	1,165.96	7,384
(5) Trailer Allowance	145	2,648.28	384	107	2,714.49	290	85	2,757.92	234
(6) POV									
(a) MSC	5,023	1,648.48	8,280	3,726	1,688.04	6,290	2,956	1,735.31	5,130
(b) Port Handling (M Tons)	5,023	252.19	1,267	3,726	308.68	1,150	2,956	338.01	999
(7) Port Handling (HHGS)	18,992	40.64	772	14,090	49.74	701	11,179	54.47	609
(8) Non-Temporary Storage			6,436			5,108			4,344
(9) Temporary Lodging Expenses			2,697			2,000			1,587
<b>Subtotal Officer Rotational Travel</b>			<b>\$141,806</b>			<b>\$108,384</b>			<b>\$89,445</b>

(Amount in Thousands)

**ROTATIONAL TRAVEL TO AND FROM OVERSEAS**

<u>Enlisted Rotational Travel</u>	<u>FY 1993 Actual</u>			<u>FY 1994 Estimate</u>			<u>FY 1995 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	56,236	1,145.10	64,396	53,115	1,173.74	62,343	47,127	1,245.42	58,693
(2) Dependent Travel	40,132	1,129.12	45,314	38,436	1,391.92	53,500	34,103	1,490.84	50,842
(3) Trans of Household Goods									
(a) Land & ITGBL	54,194	3,062.00	165,942	51,912	3,138.56	162,929	45,415	3,202.91	145,460
(b) Overseas			34,571			33,688			32,808
(4) Dislocation Allowance	41,651	880.68	36,681	39,871	902.81	35,996	35,376	917.26	32,449
(5) Trailer Allowance	130	1,977.26	257	123	2,026.69	249	109	2,059.12	224
(6) POV									
(a) MSC	14,290	1,211.78	17,316	13,497	1,240.86	16,748	11,975	1,275.61	15,275
(b) Port Handling (M Tons)	14,290	143.93	2,057	13,497	176.17	2,378	11,975	192.91	2,310
(7) Port Handling (HHGS)	40,456	20.74	839	38,211	25.39	970	33,903	27.80	942
(8) Non-Temporary Storage			8,270			8,372			7,484
(9) Temporary Lodging Expenses			12,680			11,976			10,625
<b>Subtotal Enlisted Rotational Travel</b>			<b>\$388,323</b>			<b>\$389,149</b>			<b>\$357,112</b>
<b>TOTAL ROTATIONAL TRAVEL</b>			<b>\$530,129</b>			<b>\$497,533</b>			<b>\$446,557</b>
<b>Rotational Moves</b>									
Officer	11,959			8,872			7,039		
Enlisted	56,236			53,115			47,127		
<b>TOTAL ROTATIONAL MOVES</b>	<b>68,195</b>			<b>61,987</b>			<b>54,166</b>		

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 1993 Actual	\$134,215
FY 1994 Estimate	\$117,411
FY 1995 Estimate	\$145,121

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) Officers and enlisted personnel upon release, normal retirement (excludes 15 year retirement), or separation from the Air Force from last permanent duty station to home of record or point of entry into the service or to home of selection when authorized by law.
- (2) Dependents, household goods, trailer allowances and personal effects of officers and enlisted personnel who are deceased.
- (3) Eliminated Air Force Academy cadets to home of record or point of entry into the service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc. Total estimated separation moves increased as a result of force management actions required to meet reduced force structure, and separations needed to meet force shaping requirements contained in this budget.

Pay raise and inflation factors are explained in the "Price Changes" section at the beginning of the PCS detail section.

Average rates are based on statistical data, ratios, and percentages derived from actual officer, enlisted and cadet separation PCS move costs. The number of separation moves (officer, enlisted and cadets) and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate rate for each category results in the estimated funding required.

The number of moves and fiscal year requirements are shown on the following pages (dollars do not include funding for nontemporary storage; members are not entitled to temporary lodging expenses nor dislocation allowances).

(Amount in Thousands)

**SEPARATION TRAVEL**

Officer Separation Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	8,321	219.20	1,824	6,794	224.61	1,526	6,329	231.95	1,468
(2) Dependent Travel	6,695	382.67	2,562	5,693	437.73	2,492	5,308	452.52	2,402
(3) Trans of Household Goods									
(a) Land & ITGBL	4,612	4,118.17	18,993	3,766	4,326.61	16,294	3,509	4,447.42	15,606
(b) Overseas	1,450	568.28	824	1,184	592.05	701	1,103	641.76	708
(4) Trailer Allowance	32	2,079.21	67	27	2,131.19	58	25	2,165.29	54
(5) POV									
(a) MSC	466	1,222.99	570	380	1,252.34	476	354	1,287.41	456
(b) Port Handling (M Tons)	466	210.06	98	380	257.11	98	354	281.54	100
(6) Port Handling (HHGS)	3,024	35.65	108	2,469	43.64	108	2,300	47.78	110
(7) Non-Temporary Storage			2,490			2,176			2,045
<b>Subtotal Officer Separation Travel</b>			<b>\$27,536</b>			<b>\$23,929</b>			<b>\$22,949</b>

(Amount in Thousands)

**SEPARATION TRAVEL**

Enlisted Separation Travel

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
(1) Member Travel	43,091	270.92	11,674	42,627	277.69	11,837	38,758	287.97	11,161
(2) Dependent Travel	38,891	173.92	6,764	38,854	235.21	9,139	28,520	257.43	7,342
(3) Trans of Household Goods									
(a) Land & ITGBL	9,585	4,786.33	45,877	9,482	5,028.69	47,682	8,621	5,169.35	44,565
(b) Overseas	8,000	223.25	1,786	7,914	231.74	1,834	7,195	252.38	1,816
(4) Trailer Allowance	386	1,609.58	621	382	1,649.82	637	347	1,676.22	474
(5) POV									
(a) MSC	971	1,110.57	1,078	961	1,137.22	1,093	873	1,169.07	1,021
(b) Port Handling (M Tons)	971	156.33	152	961	191.35	184	873	209.53	183
(6) Port Handling (HHGS)	4,512	28.54	129	4,463	34.93	156	4,058	38.25	155
(7) Non-Temporary Storage			2,644			2,800			2,568
<b>Subtotal Enlisted Separation Travel</b>			<b>\$70,725</b>			<b>\$75,362</b>			<b>\$69,285</b>

(Amount in Thousands)

SEPARATION TRAVEL

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<u>Cadet Separation Travel</u>	335	607.88	\$204	411	623.07	\$256	408	640.52	\$261
SUB-TOTAL SEPARATION TRAVEL			\$98,465			\$99,547			\$92,495
VSI/SSB/15 YEAR RETIREMENT									
Officer	2,742	4,960.00	\$13,600	1,278	5,047.00	\$6,450	1,807	5,238.00	\$9,465
Enlisted	9,256	2,393.00	\$22,150	4,593	2,485.00	\$11,414	16,729	2,580.00	\$43,161
Subtotal VSI/SSB/15 YEAR	11,998		\$35,750	5,871		\$17,864	18,536		\$52,626
TOTAL SEPARATION TRAVEL			\$134,215			\$117,411			\$145,121
Separation Moves									
Officer	11,063			8,072			8,136		
Enlisted	52,347			47,220			55,487		
Cadets	335			411			408		
TOTAL SEPARATION MOVES	63,745			55,703			64,031		



(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

FY 1993 Actual	\$28,907
FY 1994 Estimate	\$43,195
FY 1995 Estimate	\$50,809

**PART I - PURPOSE AND SCOPE**

Funds provide for the CONUS or overseas movement of:

- (1) Officer and enlisted personnel directed to move as members of an organized unit movement.
- (2) Officer and enlisted replacements directed to move as part of the unit move.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimates for organized unit travel include Air Force force structure, relocation, and management actions required to achieve the FY 1995 President's Budget. These unit realignments, which incorporate the guidance from the DoD Bottom-Up Review, are necessary to position and use current and projected Air Force assets in the most effective manner, both operationally and fiscally. These unit moves are required to maintain strategic and tactical integrity of future Air Force units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available on the DoD regulation definition of a unit move and on historical program change request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves will increase as more drawdown actions occur (e.g. base closures, force structure changes, unit realignments, public announcements, and Air Force internal decisions to realign units into twenty fighter wing equivalents).

Pay raise and inflation factors are described under "Price Changes" at the beginning of the PCS detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates results in the estimated fund requirements. The number of moves and fiscal year requirements are shown on the following pages.

(Amount in Thousands)

TRAVEL OF ORGANIZED UNITS

<u>Officer Unit Travel</u>	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	950	597.89	568	1,310	612.21	802	1,000	630.00	630
(2) Dependent Travel	804	458.96	369	1,109	469.79	521	846	483.45	409
(3) Trans of Household Goods									
(a) Land & ITGBL	950	5,745.26	5,458	1,310	6,035.88	7,907	1,000	6,205.00	6,205
(b) Overseas									
(4) Dislocation Allowance	939	1,199.15	1,126	1,294	1,229.52	1,591	988	1,248.99	1,234
(5) Non-Temporary Storage			382			564			434
(6) Temporary Lodging Allowance			428			591			451
<b>Subtotal Officer Unit Travel</b>			8,331			\$11,976			\$9,363
<u>Enlisted Unit Travel</u>									
(1) Member Travel	4,176	451.39	1,885	6,089	462.64	2,817	7,892	475.67	3,754
(2) Dependent Travel	2,622	317.32	832	3,823	325.14	1,243	4,956	334.14	1,656
(3) Trans of Household Goods									
(a) Land & ITGBL	4,176	3,304.60	13,800	6,089	3,472.00	21,141	7,892	3,569.18	28,168
(b) Overseas									
(4) Dislocation Allowance	2,850	655.44	1,868	4,156	672.28	2,794	5,388	683.00	3,680
(5) Trailer Allowance	60	1,917.75	115	88	1,965.69	173	113	1,997.14	226
(6) Non-Temporary Storage			193			301			394
(7) Temporary Lodging Allowance			1,883			2,750			3,568
<b>Subtotal Enlisted Unit Travel</b>			20,576			\$31,219			\$41,446
<b>TOTAL UNIT TRAVEL</b>			\$28,907			\$43,195			\$50,809
<u>Unit Travel Moves</u>									
Officer	950			1,310			1,000		
Enlisted	4,176			6,089			7,892		
<b>TOTAL UNIT TRAVEL MOVES</b>	5,126			7,399			8,892		

# OTHER MILITARY PERSONNEL COSTS

**MILITARY PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
(In Thousands of Dollars)

<b>6. Other Military Personnel Costs</b>		
FY 1994 Direct Program Appropriated.....		\$80,080
<u>Increases:</u>		
Unemployment Compensation.....	15,423	
- Increase based on the latest Department of Labor projection of the number of recipients.		
Montgomery GI Bill.....	6,250	
- Payments into the fund for involuntary separates and VSI/SSB recipients.		
Survivor Benefits.....	500	
- Increased payments based on latest Veterans Administration projection		
Total Increases.....		22,173
<u>Decreases:</u>		
Total Decreases.....		0
FY 1995 Direct Program.....		\$102,253

(Amount in Thousands)

**PROJECT: APPREHENSION OF AIR FORCE DESERTERS, ABSENTEES, AND ESCAPED MILITARY DESERTERS**

FY 1993 Actual	\$98
FY 1994 Estimate	\$100
FY 1995 Estimate	\$100

**PART I - PURPOSE AND SCOPE**

The funds are for the expenses and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guards; payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on factors developed from current experience.

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
<b>TOTAL</b>	\$98	\$100	\$100

**PROJECT: INTEREST ON UNIFORMED SERVICE SAVINGS DEPOSIT PROGRAM**

FY 1993 Actual	\$300
FY 1994 Estimate	\$300
FY 1995 Estimate	\$300

The funds are for payment of interest at a rate not to exceed ten percent per annum on any sum of not less than \$5.00 deposited by members of the uniformed services under the provisions of P.L. 8-538, approved August 14, 1966. During FY 1991, Title 10, United States Code, Section 1035, amended the law to permit service members on temporary duty assignment outside of the United States in support of a contingency operation to deposit unallotted current pay and allowances into the savings program.

**The funding required covers interest on the one remaining Vietnam MIA account, and for those members in support of contingency operations.**

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Avg Int Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Avg Int Payment</u>	<u>Amount</u>	<u>Number</u>	<u>Avg Int Payment</u>	<u>Amount</u>
Officer *	463	\$251	\$116	463	\$250	\$116	463	\$250	\$116
Enlisted	733	251	184	737	250	184	737	250	184
TOTAL	1,196	\$251	\$300	1,200	\$250	\$300	1,200	\$250	\$300

\* Includes one Vietnam MIA

(Amount in Thousands)

**PROJECT: DEATH GRATUITIES**

FY 1993 Actual	\$1,272
FY 1994 Estimate	\$1,440
FY 1995 Estimate	\$1,440

**PART I - PURPOSE AND SCOPE**

The funds are for the payment of death gratuities to beneficiaries of military personnel under the provisions of 10 U.S.C. 1475-78 as amended by the Bill H.R. 1281, dated March 22, 1991, which increased the payment of death gratuities from three thousand to six thousand dollars.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Fund requirements are based on the most recent mortality rates as applied against the programmed workyears of personnel and the statutory gratuity amount.

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	36	\$6,000	\$216	40	6,000	\$240	40	6,000	\$240
Enlisted	176	6,000	1,056	200	6,000	\$1,200	200	6,000	\$1,200
TOTAL	212	\$6,000	\$1,272			\$1,440			\$1,440

(Amount in Thousands)

**PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS**

FY 1993 Actual	\$110,681
FY 1994 Estimate	\$68,640
FY 1995 Estimate	\$84,063

**PART I - PURPOSE AND SCOPE**

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in Paragraph (1) of Section 8521(a) of Title 5, United States Code. Generally, eligibility is defined as active service in the Armed Forces where upon the individual was discharged under honorable conditions (and if an officer, did not resign for the good of the service); and had completed his first full term of active service; or was discharged before completing his first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

Prior to FY 1984 the Department of Labor (DoL) budgeted and paid the individual states for the Federal Government's share of applicable unemployment compensation for ex-servicemen. Beginning in FY 1984, the Department of Defense (DoD) was required to budget for the costs of regular and extended unemployment benefits. Funds appropriated for paying these benefits are deposited by DoD into a Treasury account entitled "Federal Employees Compensation Account." In FY 1991, passage of P.L. 102-164 changed benefits, starting in FY 1992, from thirteen weeks after a four week waiting period to twenty-six weeks with a one week waiting period.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on Department of Labor and Department of Defense historical experience.

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
<b>TOTAL</b>	\$110,681	\$68,640	\$84,063



(Amount in Thousands)

PROJECT: SURVIVOR BENEFITS

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
	\$9,930	\$8,500	\$9,000

PART I - PURPOSE AND SCOPE

Funds are requested to provide for payments of restored social security benefits to widows and orphans of deceased Air Force military personnel. These benefits were withdrawn under Public Law 97-35, which terminated the "mother's" benefits when the last child in custody of the surviving spouse reached age 16, rather than 18, and affected the "school child" by either eliminating benefit payments or by requiring a reduction in benefits. Section 156 of Public Law 97-377 modified by Section 943 of the DoD Authorization Act, FY 1984, P.L. 98-94, 97 Stat. 614, restored these social security benefits to survivors of military members and directed the Department of Defense to budget for this requirement.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors furnished by the Veterans Administration.

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
TOTAL	\$9,930	\$8,500	\$9,000

(Amount in Thousands)

**PROJECT: ADOPTION REIMBURSEMENT PROGRAM**

FY 1993 Actual	\$736
FY 1994 Estimate	\$800
FY 1995 Estimate	\$800

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act for fiscal years 1988 and 1989 (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program under which members of the Armed Forces may be reimbursed for qualifying child adoption expenses. The test program was to be terminated after FY 1992, but the National Defense Authorization Act for Fiscal Years 1992 and 1993 (Sec. 651) extended the program.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funds payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age. Expenses include public and private agency fees; legal fees; medical expenses for the child, the biological mother, and the adopting parents; temporary foster care; transportation expenses; and other expenses approved by OASD(P&R).

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
Officer	\$309	\$336	\$336
Enlisted	427	464	464
TOTAL	\$736	\$800	\$800

(Amount in Thousands)

PROJECT: ALL VOLUNTEER EDUCATIONAL ASSISTANCE PROGRAM (MONTGOMERY GI BILL)

FY 1993 Actual	\$0
FY 1994 Estimate	\$100
FY 1995 Estimate	\$6,350

PART I - PURPOSE AND SCOPE

Public Law 101-510 dated November 5, 1990 allows Service members who are involuntary separated to enroll in the Montgomery GI Bill. The FY 1993 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most Military members who are receiving VSI/SSB entered the Service when VEAP was in effect. Beginning in July 1985, the All Volunteer Educational Assistance Program, known as the Montgomery GI Bill, became effective and no new enrollments were accepted into VEAP.

The Services are now required to make additional contributions to the DoD Educational Benefits Fund. Payments into the fund for involuntary separatees will be required in Fiscal Year 1994; payment for VSI/SSB recipients will be required in Fiscal Year 1995.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on projected payments into the Montgomery GI Bill:

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
Officer	\$0	\$33	\$825
Enlisted	0	67	5,525
TOTAL	\$0	\$100	\$6,350

(Amount in Thousands)

PROJECT: ALLOWANCE FOR QUARTERS TO SURVIVING DEPENDENTS

FY 1993 Actual	\$194
FY 1994 Estimate	\$200
FY 1995 Estimate	\$200

PART I - PURPOSE AND SCOPE

Under the provisions of Public Law 99-227, 12 December 1985, dependents of a member who dies in the line of duty, and whose dependents are not occupying a housing facility under the jurisdiction of a uniformed service on the date of the member's death or are occupying such housing on a rental basis on such date, or whose dependents vacate such housing sooner than 90 days after the date of the member's death, are paid the same amount of allowance for quarters that would be payable to the member had they not died. The payment terminates 90 days after the date of the member's death.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

	FY 1993 Actual	FY 1994 Estimate	FY 1995 Estimate
Officer	\$156	\$160	\$160
Enlisted	38	40	40
TOTAL	\$194	\$200	\$200

## SECTION 5

### SPECIAL ANALYSIS

**SECTION 5**  
**DEPARTMENT OF THE AIR FORCE**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)**

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>
<b><u>ASSIGNED OUTSIDE DOD</u></b>									
<b><u>Nonreimbursable Personnel:</u></b>									
Exec Office of the President	7	9	16	5	8	13	6	8	14
Vice President's Office	2	4	6	3	4	7	3	4	7
State Department	10	0	10	8	0	8	9	0	9
Energy Department	7	0	7	9	0	9	10	0	10
National Oceanic & Atm Admin	4	0	4	4	0	4	5	0	5
U.N. Truce Supervision Agency	8	0	8	0	0	0	0	0	0
Drug Enforcement Administration	1	8	9	1	5	6	1	5	6
Immigration & Naturalization Svc	3	5	8	5	3	8	7	3	10
US Coast Guard	1	2	3	1	2	3	4	2	6
US Customs Svc	0	10	10	0	5	5	0	3	3
National Security Council	1	0	1	2	0	2	2	0	2
Central Intelligence Agency	2	0	2	2	0	2	0	0	0
UN Iraq/Kuwait Observation Mission	2	0	2	2	0	2	2	0	2
United Nations - Somalia	4	0	4	3	0	3	3	0	3
UN Mission for Referendum in W Sahara (MINURSO)	5	0	5	0	0	0	0	0	0
Office of National Drug Control Policy	0	0	0	0	0	0	2	0	2
Office of Science & Technical Policy	0	0	0	0	0	0	1	0	1
SUBTOTAL - Nonreimbursable Personnel	57	38	95	45	27	72	55	25	80
<b><u>Reimbursable Personnel:</u></b>									
National Space Council	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	8	1	9	10	1	11	14	1	15
State Department	1	0	1	2	0	2	2	0	2
Arms Cntrl and Disarm't Agency	11	0	11	10	0	10	12	0	12
Dept of Transportation	21	1	22	17	1	18	22	1	23
NASA	2	0	2	2	0	2	2	0	2
<b>TOTAL OUTSIDE DOD</b>	<b>101</b>	<b>40</b>	<b>141</b>	<b>90</b>	<b>29</b>	<b>119</b>	<b>111</b>	<b>27</b>	<b>138</b>

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**SECTION 5**  
**DEPARTMENT OF THE AIR FORCE**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)**

	FY 1993 Actual			FY 1994 Estimate			FY 1995 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS:</b>									
NASA	2	13	15	2	13	15	2	13	15
Foreign Military Sales	369	648	1,017	411	682	1,093	426	576	1,002
<b>SUBTOTAL - Non-DOD Functions</b>	<b>371</b>	<b>661</b>	<b>1,032</b>	<b>413</b>	<b>695</b>	<b>1,108</b>	<b>428</b>	<b>589</b>	<b>1,017</b>
<b>ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS:</b>									
Defense Business Operations Fund (DBOF)									
Depot Maintenance Industrial Fund (DMIF)	165	172	337	188	142	330	188	142	330
Airlift Transportation (DBOF-T)	2,801	19,123	21,924	1,870	16,749	18,619	1,739	15,658	17,397
Air Force Stock Fund (AFSF)	59	0	59	72	1	73	53	1	54
Defense Logistics Agency (DLA)	120	41	161	160	55	215	160	55	215
Defense Commissary Agency (DeCa)	6	0	6	8	0	8	21	237	258
Defense Finance & Accounting Service (DFAS)	44	1,343	1,387	50	994	1,044	44	921	965
Military Traffic Management Command (MTMC)	17	2	19	21	5	26	21	5	26
Defense Information Systems Agency (DISA)	12	45	57	94	493	587	69	285	354
Defense Printing Service (DPS)	0	34	34	0	0	0	0	0	0
Air Mobility Command (AMC)	0	0	0	4,267	22,909	27,176	0	0	0
<b>SUBTOTAL - DBOF</b>	<b>3,224</b>	<b>20,760</b>	<b>23,984</b>	<b>6,730</b>	<b>41,348</b>	<b>48,078</b>	<b>2,295</b>	<b>17,304</b>	<b>19,599</b>
<b>TOTAL REIMBURSABLE PROGRAM</b>									
<b>TOTAL - Reimbursable</b>	<b>3,639</b>	<b>21,423</b>	<b>25,062</b>	<b>7,188</b>	<b>42,045</b>	<b>49,233</b>	<b>2,779</b>	<b>17,895</b>	<b>20,674</b>
<b>TOTAL - Nonreimbursable</b>	<b>57</b>	<b>38</b>	<b>95</b>	<b>45</b>	<b>27</b>	<b>72</b>	<b>55</b>	<b>25</b>	<b>80</b>
<b>GRAND TOTAL</b>	<b>3,696</b>	<b>21,461</b>	<b>25,157</b>	<b>7,233</b>	<b>42,072</b>	<b>49,305</b>	<b>2,834</b>	<b>17,920</b>	<b>20,754</b>

REIMBURSABLE PROGRAM  
DEPARTMENT OF THE AIR FORCE

	<u>FY 1993 Actual</u>	<u>FY 1994 Estimate</u>	<u>FY 1995 Estimate</u>
MEDICAL (Officers & Enlisted)	\$6,461	\$6,764	\$7,082
FOREIGN MILITARY SALES (NON-STRENGTH) (Officers & Enlisted)	\$23,239	\$24,146	\$25,281
OTHER NON-STRENGTH (Officers & Enlisted)			
Surcharge, Misc.	\$3,947	\$4,132	\$4,327
STRENGTH RELATED			
Officer -- Basic Pay	\$160,205	\$348,745	\$90,777
-- Other Pay and Allowances	78,161	158,176	45,793
Enlisted -- Basic Pay	431,876	811,999	242,842
-- Other Pay and Allowances	148,461	272,663	85,973
Retired Pay Accrual (Officers & Enlisted)	227,765	430,483	131,460
PCS Travel	49,454	107,280	31,924
SUBTOTAL - STRENGTH RELATED ( Officers & Enlisted)	\$1,095,922	\$2,129,346	\$628,769
TOTAL PROGRAM	\$1,129,569	\$2,164,388	\$665,459